A6365-4F 3/89

1988 MGMA Medical Group Employee Salary Survey

Copyright 1988. All rights reserved. Medical Group Management Association, 1355 South Colorado Boulevard, Suite 900, Denver, Colorado 80222.

MEDICAL GROUP MANAGEMENT ASSOCIATION

1988 Medical Group Employee Salary Survey Report Based on 1988 Data

Introduction

The 1988 MGMA Medical Group Employee Salary Survey is based on medical group practice employee salary data as provided by participating MGMA member groups. The survey questionnaire was developed with the assistance of the MGMA Human Resources Society. The survey results were compiled by the Center for Research in Ambulatory Health Care Administration, the research arm of MGMA. Questionnaires were mailed to all 3574 member groups during June 1988 and 966 were returned for a response rate of 27 percent.

Confidentiality of the data reported on the survey questionnaires has been strictly adhered to. In order to insure anonymity in the survey report, data were suppressed if less than six groups provided information in a specific data category.

Caution should be used in interpreting the data in this report for two reasons. First, it must be stressed that this salary survey is not based upon a formal random sample. Since all responses are purely voluntary, an element of self-selection bias is introduced into the respondent population. Therefore, the statistics presented in this report may not be representative of group practices in general. Second, when the response rate in a given category is low (20 responses or fewer), the reported statistics could change significantly with the addition of only a few more cases. Therefore, in the case of small sample sizes, a low level of confidence should be placed on the results.

This report is copyrighted by MGMA. If you have any questions concerning this report or how the Medical Group Employee Salary Survey might be improved, please contact MGMA/CRAHCA. Your continued cooperation by participating in your association's surveys is appreciated.

Special Note about Unusual Survey Results

The reader of this survey report should be aware that various tables contain results that look somewhat unusual at first glance. Most of these unusual results can be attributed to two factors - small sample size and missing values. By understanding how these two factors can affect reported results, the reader is in a better position to correctly interpret the data.

While conducting various analyses to test for logical consistency of the data in the tables of this report, some seemingly inconsistent results were discovered. One test involved checking the tables to make sure that maximum salary was always greater than or equal to average salary and that average salary was always greater than or equal to base salary. Although logic dictates that these two relationships must be true for any single case in the data base, it does not necessarily follow that these relationships must be true when observing the summary statistics (means, medians, etc.) for small sample sizes with missing values.

As an example of how unusual results might occur, examine carefully the nine-case data set shown in Figure 1.

Figure 1: Nine-Case Data Set

Case Number	Base Salary ($)	Average Salary ($)	Maximum Salary ($)
1	16,000	20,900	20,900
2	999	40,000	999
3	999	20,700	999
4	19,700	27,300	27,300
5	22,600	26,000	999
6	15,553	999	23,341
7	17,200	17,888	23,317
8	21,200	999	29,600
9	15,080	21,216	23,462

In this data set, 999 represents a missing value. A value of 999 is entered into the data base whenever a survey respondent simply does not answer a given question. All analysis procedures utilized in preparing the tables for this report ignore missing values. Thus, in this example, the mean value for base salary is calculated by using the seven non-missing observations. For average salary, seven different observations are used in calculating a mean value. For maximum salary, however, only six observations are used to calculate the mean. Notice also that all the data in this nine-case data set are internally consistent. For any given case, maximum salary is always greater than or equal to average salary, and average salary is always greater than or equal to base salary. Upon calculating mean values, however, the results appear to be inconsistent. The mean values for base, average, and maximum salaries, respectively, are $18,190, $24,858 and $24,653. Specifically, these results appear to be logically inconsistent since the mean for average salary is greater than the mean for maximum salary.

Although unusual in appearance, these results are technically correct. In fact, this example describes precisely what has occurred on the "print shop supervisor" row of Table 1B-Part 3. These types of anomalies do occur sporadically throughout this report. Hopefully, this example will help to emphasize the caution that the reader must use in interpreting results for statistics based upon small sample sizes and/or samples with missing values.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 1A - PART 1: NUMBER OF RESPONDING GROUPS BY JOB TITLE AND SALARY VARIABLES

JOB TITLE	NUMBER OF RESPONSES FOR BASE SALARY	NUMBER OF RESPONSES FOR AVERAGE SALARY	NUMBER OF RESPONSES FOR MAXIMUM SALARY
ADMINISTRATION			
ASSOCIATE ADMINISTRATOR	103	141	81
ASSISTANT ADMINISTRATOR	117	162	92
ADMINISTRATIVE ASSISTANT	153	184	131
QUALITY ASSURANCE SUPERVSR.	29	32	30
PREPAID PLAN (HMO/PPO) MGR.	43	57	35
AMBULATORY SURG. SUPERVISOR	25	32	20
DIRECTOR PLANT OPERATIONS	39	53	32
SATELLITE CLINIC MANAGER	113	153	107
ADMINISTRATIVE SECRETARY	262	306	253
SECRETARY (DEPARTMENT)	134	151	130
BUSINESS OFFICE			
BUSINESS OFFICE MANAGER	376	484	330
ASSIS. BUSINESS OFFICE MGR.	122	151	112
INSURANCE MANAGER	183	231	169
CREDIT & COLLECTIONS MGR.	251	320	226
DIRECTOR OF PURCHASING	90	108	81
CLERK/TYPIST	137	146	126
SWITCHBOARD OPERATOR	329	374	304
APPOINTMENT SECRETARY	310	356	296
DRG COORDINATOR	7	8	7
REGISTRAR (REGSTRTN. CLERK)	131	141	124
RECEPTIONIST	663	727	615
OFFICE CLERK (ENTRY LEVEL)	193	212	183
PATIENT ACCOUNTS CLERK	362	398	336
PATIENT REPRESENTATIVE	188	211	180
INSURANCE CLERK	506	560	467
CASHIER	302	343	279
BOOKKEEPER	211	260	196
MEDICAL SECRETARY	311	365	297
FINANCE			
DIRECTOR OF FINANCE	48	69	40
GENERAL ACCOUNTING MANAGER	58	70	54
GENERAL AUDITOR	8	7	7
CONTROLLER	52	72	46
ACCOUNTING SUPERVISOR	52	61	49
STAFF ACCOUNTANT	92	104	82
ACCOUNTING CLERK	129	141	123
PERSONNEL			
DIRECTOR OF PERSONNEL	66	103	60
ASSISTANT DIR. OF PERSONNEL	23	30	22
COMPENSATION/BENEFITS MGR.	17	19	17
EMPLOYMENT MANAGER	31	30	28
DIR. OF TRAINING/EDUCATION	19	23	19

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 1A - PART 2: NUMBER OF RESPONDING GROUPS BY JOB TITLE AND SALARY VARIABLES

JOB TITLE	NUMBER OF RESPONSES FOR BASE SALARY	NUMBER OF RESPONSES FOR AVERAGE SALARY	NUMBER OF RESPONSES FOR MAXIMUM SALARY
DATA PROCESSING			
DATA PROCESSING MANAGER	108	127	98
SYSTEMS & PROGRAMMING MGR.	23	26	21
DATA PROCESS. OPER. MGR.	65	83	59
SYSTEMS ANALYST	28	25	23
COMPUTER PROGRAMMER	27	30	25
COMPUTER OPERATOR	191	225	178
DATA ENTRY CLERK	340	378	316
MARKETING/PUBLIC RELATIONS			
DIRECTOR OF MARKETING	41	58	36
COMMUNICATIONS/PR MANAGER	42	49	35
MEDICAL RECORDS			
DIRECTOR OF MEDICAL RECORDS	45	57	42
MEDICAL RECORDS SUPERVISOR	145	179	139
MEDICAL TRANSCRIPTION MGR.	82	111	87
ASSIST. MED. TRANSCRP. MGR.	26	31	27
ACCREDITED RECORD TECH.	23	23	21
MEDICAL RECORDS TRANSCRIBER	316	365	300
RECORD ROOM CLERK	383	432	369
LABORATORY			
DIRECTOR OF LABORATORY	122	157	118
LAB SECTION SUPERVISOR	106	136	103
MEDICAL TECHNOLOGIST, ASCP	217	246	208
MED. LAB TECH. (MLT), ASCP	214	245	205
CYTOTECHNOLOGIST	35	33	34
CERTIFIED LAB TECHNICIAN	87	97	83
HISTOLOGIC TECHNICIAN	28	26	28
LABORATORY AIDE	150	153	134
RADIOLOGY			
DIRECTOR OF RADIOLOGY	62	77	57
CHIEF RADIOLO. TECHNOLOGIST	137	172	127
RADIOLOGY TECHNOLOGIST, REG	404	457	376
CAT SCAN TECH. (CS TECH)	38	40	36
ULTRASOUND TECHNICIAN	106	123	99
PHYSICAL THERAPY			
PHYSICIAL THERAPIST (RPT)	97	121	90
PHYSICAL THERAPY ASSISTANT	66	86	70
OPHTHALMIC SERVICES			
OPTICAL SHOP SUPERVISOR	26	40	27
OPTICIAN	45	57	45
OPHTHALMIC TECHNICIAN	82	94	81
OPHTHALMIC ASSISTANT	71	82	67
OPHTHALMIC PHOTOGRAPHER	29	35	25
MENTAL HEALTH SERVICES			
CLINICAL PSYCHOLOGIST, PHD	27	40	24
PSYCHIATRIC SOCIAL WORKER	34	39	31

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 12 - PART 3: NUMBER OF RESPONDING GROUPS BY JOB TITLE AND SALARY VARIABLES

JOB TITLE	NUMBER OF RESPONSES FOR BASE SALARY	NUMBER OF RESPONSES FOR AVERAGE SALARY	NUMBER OF RESPONSES FOR MAXIMUM SALARY
AUDIOLOGY			
AUDIOLOGIST	62	82	57
SPEECH PATHOLOGIST	12	15	10
EEG			
EEG LAB SUPERVISOR	15	17	15
EEG TECHNICIAN	48	53	48
EKG			
EKG SUPERVISOR	24	29	26
EKG TECHNICIAN	100	115	98
PERFUSION SERVICES			
PERFUSION SERVICES MANAGER	10	10	8
CARDIOPULMON. PERFUSIONIST	20	22	18
OTHER ANCILLARY SERVICES			
ECHOCARDIOLOGY LAB SUPERVS.	22	24	24
THERAPEUTIC DIETICIAN	34	41	37
GASTROINTESTINAL TECHNICIAN	16	19	17
ORTHOTICS/PROSTHETICS MGR.	6	6	6
NURSING			
DIRECTOR OF NURSING SERVCS.	206	266	191
NURSE ANESTHETIST (CRNA)	37	53	37
PATIENT CARE SUPERVISOR	96	110	88
PATIENT EDUCATION COORDNTR.	51	58	49
STAFF NURSE	437	500	419
TRIAGE NURSE	49	59	47
LICENSED PRACTICAL NURSE	402	443	375
NURSING AIDE	140	155	125
OTHER ALLIED HEALTH PERSONNEL			
PHYSICIAN ASSISTANT	170	210	156
NURSE PRACTITIONER	121	148	118
MEDICAL ASSISTANT	325	375	313
PHARMACIST	44	51	39
MAINTENANCE			
HOUSEKEEPING SUPERVISOR	48	67	46
HOUSEKEEPER	135	155	125
LICENSED ELECTRICIAN	7	7	7
BUILDING ENGINEER	19	25	20
MAINTENANCE MECHANIC	98	113	94
ELECTRONIC TECHNICIAN	9	10	9
GROUNDSKEEPER	51	57	43
OTHER SUPPORT STAFF			
CHIEF MEDICAL LIBRARIAN	15	15	13
BIOMEDICAL ELECTRONICS MGR.	10	8	10
PRINT SHOP SUPERVISOR	7	7	6
MED. GRAPHICS ARTS SUPRVSR.	5	5	5
VIDEO PRODUCTION SUPERVISOR	5	4	5

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 1B - PART 1: MEAN VALUES FOR SALARY VARIABLES BY JOB TITLE

JOB TITLE	BASE SALARY	AVERAGE SALARY	MAXIMUM SALARY
ADMINISTRATION			
ASSOCIATE ADMINISTRATOR	$33,188	$44,179	$49,333
ASSISTANT ADMINISTRATOR	$27,835	$35,481	$41,415
ADMINISTRATIVE ASSISTANT	$18,311	$22,334	$25,926
QUALITY ASSURANCE SUPERVSR.	$23,481	$28,774	$32,040
PREPAID PLAN (HMO/PPO) MGR.	$21,496	$26,238	$29,759
AMBULATORY SURG. SUPERVISOR	$27,663	$31,646	$36,600
DIRECTOR PLANT OPERATIONS	$24,089	$31,295	$35,609
SATELLITE CLINIC MANAGER	$21,662	$25,315	$30,162
ADMINISTRATIVE SECRETARY	$15,585	$18,751	$21,929
SECRETARY (DEPARTMENT)	$13,843	$16,289	$19,181
BUSINESS OFFICE			
BUSINESS OFFICE MANAGER	$21,685	$27,215	$31,563
ASSIS. BUSINESS OFFICE MGR.	$17,656	$21,235	$24,250
INSURANCE MANAGER	$15,865	$19,105	$22,387
CREDIT & COLLECTIONS MGR.	$15,251	$18,522	$21,458
DIRECTOR OF PURCHASING	$18,537	$22,463	$26,662
CLERK/TYPIST	$11,660	$13,300	$16,252
SWITCHBOARD OPERATOR	$11,139	$13,115	$15,195
APPOINTMENT SECRETARY	$12,315	$14,551	$17,214
DRG COORDINATOR	$17,662	$19,209	$23,063
REGISTRAR (REGSTRTN. CLERK)	$11,571	$13,521	$16,025
RECEPTIONIST	$11,613	$13,576	$16,218
OFFICE CLERK (ENTRY LEVEL)	$10,091	$11,251	$13,570
PATIENT ACCOUNTS CLERK	$12,689	$14,788	$17,586
PATIENT REPRESENTATIVE	$13,243	$16,007	$18,522
INSURANCE CLERK	$12,199	$14,634	$17,114
CASHIER	$11,764	$13,888	$16,173
BOOKKEEPER	$14,439	$17,933	$20,402
MEDICAL SECRETARY	$13,631	$17,192	$19,481
FINANCE			
DIRECTOR OF FINANCE	$38,469	$46,847	$52,887
GENERAL ACCOUNTING MANAGER	$24,396	$29,383	$34,013
GENERAL AUDITOR	$22,843	$27,458	$33,945
CONTROLLER	$31,961	$39,105	$45,886
ACCOUNTING SUPERVISOR	$20,354	$25,154	$30,100
STAFF ACCOUNTANT	$19,323	$23,009	$27,119
ACCOUNTING CLERK	$13,277	$15,616	$18,622
PERSONNEL			
DIRECTOR OF PERSONNEL	$26,365	$32,974	$38,235
ASSISTANT DIR. OF PERSONNEL	$19,308	$24,840	$25,980
COMPENSATION/BENEFITS MGR.	$22,334	$26,206	$31,389
EMPLOYMENT MANAGER	$21,491	$24,510	$30,904
DIR. OF TRAINING/EDUCATION	$23,188	$27,520	$32,932

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 1B - PART 2: MEAN VALUES FOR SALARY VARIABLES BY JOB TITLE

JOB TITLE	BASE SALARY	AVERAGE SALARY	MAXIMUM SALARY
DATA PROCESSING			
DATA PROCESSING MANAGER	$24,111	$29,153	$33,927
SYSTEMS & PROGRAMMING MGR.	$26,858	$33,791	$39,554
DATA PROCESS. OPER. MGR.	$17,921	$21,921	$24,970
SYSTEMS ANALYST	$23,710	$29,182	$35,254
COMPUTER PROGRAMMER	$19,337	$22,484	$28,792
COMPUTER OPERATOR	$13,875	$16,495	$19,691
DATA ENTRY CLERK	$11,841	$13,846	$16,440
MARKETING/PUBLIC RELATIONS			
DIRECTOR OF MARKETING	$27,447	$34,179	$38,468
COMMUNICATIONS/PR MANAGER	$23,269	$27,410	$33,381
MEDICAL RECORDS			
DIRECTOR OF MEDICAL RECORDS	$21,512	$24,518	$31,038
MEDICAL RECORDS SUPERVISOR	$14,713	$17,485	$20,284
MEDICAL TRANSCRIPTION MGR.	$17,148	$21,223	$23,847
ASSIST. MED. TRANSCRP. MGR.	$16,445	$19,804	$22,727
ACCREDITED RECORD TECH.	$15,371	$17,684	$20,364
MEDICAL RECORDS TRANSCRIBER	$13,749	$16,307	$18,995
RECORD ROOM CLERK	$10,365	$11,849	$14,394
LABORATORY			
DIRECTOR OF LABORATORY	$24,142	$29,919	$34,305
LAB SECTION SUPERVISOR	$21,500	$25,653	$28,782
MEDICAL TECHNOLOGIST, ASCP	$18,346	$21,337	$25,039
MED. LAB TECH. (MLT), ASCP	$15,156	$17,753	$20,507
CYTOTECHNOLOGIST	$20,245	$24,371	$28,171
CERTIFIED LAB TECHNICIAN	$13,513	$15,677	$18,425
HISTOLOGIC TECHNICIAN	$16,182	$20,346	$22,574
LABORATORY AIDE	$11,460	$13,228	$15,547
RADIOLOGY			
DIRECTOR OF RADIOLOGY	$24,739	$28,747	$34,092
CHIEF RADIOLO. TECHNOLOGIST	$20,473	$25,259	$29,844
RADIOLOGY TECHNOLOGIST, REG	$17,105	$20,081	$22,881
CAT SCAN TECH. (CS TECH)	$19,562	$23,773	$27,541
ULTRASOUND TECHNICIAN	$20,936	$25,076	$28,422
PHYSICAL THERAPY			
PHYSICIAL THERAPIST (RPT)	$27,423	$33,941	$38,161
PHYSICAL THERAPY ASSISTANT	$14,281	$16,253	$19,419
OPHTHALMIC SERVICES			
OPTICAL SHOP SUPERVISOR	$18,968	$27,612	$27,718
OPTICIAN	$17,436	$21,952	$24,538
OPHTHALMIC TECHNICIAN	$16,377	$20,233	$24,023
OPHTHALMIC ASSISTANT	$13,496	$15,870	$19,028
OPHTHALMIC PHOTOGRAPHER	$17,801	$23,272	$27,510
MENTAL HEALTH SERVICES			
CLINICAL PSYCHOLOGIST, PHD	$36,882	$46,397	$54,271
PSYCHIATRIC SOCIAL WORKER	$25,184	$31,085	$36,232

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 1B - PART 3: MEAN VALUES FOR SALARY VARIABLES BY JOB TITLE

JOB TITLE	BASE SALARY	AVERAGE SALARY	MAXIMUM SALARY
AUDIOLOGY			
AUDIOLOGIST	$22,704	$28,471	$32,706
SPEECH PATHOLOGIST	$22,653	$26,907	$32,120
EEG			
EEG LAB SUPERVISOR	$20,761	$26,846	$28,541
EEG TECHNICIAN	$15,871	$19,346	$21,609
EKG			
EKG SUPERVISOR	$17,339	$21,995	$22,400
EKG TECHNICIAN	$12,609	$15,210	$17,512
PERFUSION SERVICES			
PERFUSION SERVICES MANAGER	$50,150	$66,140	$66,163
CARDIOPULMON. PERFUSIONIST	$40,066	$46,361	$54,376
OTHER ANCILLARY SERVICES			
ECHOCARDIOLOGY LAB SUPERVS.	$21,620	$26,473	$29,319
THERAPEUTIC DIETICIAN	$21,655	$25,564	$28,788
GASTROINTESTINAL TECHNICIAN	$15,263	$19,106	$21,745
ORTHOTICS/PROSTHETICS MGR.	$25,917	$31,400	$40,817
NURSING			
DIRECTOR OF NURSING SERVCS.	$23,683	$28,277	$31,941
NURSE ANESTHETIST (CRNA)	$36,526	$44,855	$54,018
PATIENT CARE SUPERVISOR	$20,596	$24,404	$28,846
PATIENT EDUCATION COORDNTR.	$21,097	$24,422	$28,112
STAFF NURSE	$18,784	$21,965	$25,580
TRIAGE NURSE	$18,562	$24,478	$25,215
LICENSED PRACTICAL NURSE	$14,304	$17,095	$19,365
NURSING AIDE	$11,283	$13,544	$15,352
OTHER ALLIED HEALTH PERSONNEL			
PHYSICIAN ASSISTANT	$25,814	$31,745	$37,900
NURSE PRACTITIONER	$25,493	$30,802	$35,629
MEDICAL ASSISTANT	$12,858	$15,635	$18,216
PHARMACIST	$29,368	$36,070	$41,012
MAINTENANCE			
HOUSEKEEPING SUPERVISOR	$14,131	$17,427	$20,657
HOUSEKEEPER	$9,427	$11,117	$13,022
LICENSED ELECTRICIAN	$26,504	$28,887	$31,638
BUILDING ENGINEER	$17,735	$22,402	$24,638
MAINTENANCE MECHANIC	$14,655	$17,895	$20,856
ELECTRONIC TECHNICIAN	$18,821	$23,370	$26,472
GROUNDSKEEPER	$10,758	$12,434	$14,651
OTHER SUPPORT STAFF			
CHIEF MEDICAL LIBRARIAN	$19,313	$22,467	$27,757
BIOMEDICAL ELECTRONICS MGR.	$28,373	$34,045	$39,011
PRINT SHOP SUPERVISOR	$18,190	$24,858	$24,653
MED. GRAPHICS ARTS SUPRVSR.	*	*	*
VIDEO PRODUCTION SUPERVISOR	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 1C - PART 1: 25TH PERCENTILES FOR SALARY VARIABLES BY JOB TITLE

JOB TITLE	BASE SALARY	AVERAGE SALARY	MAXIMUM SALARY
ADMINISTRATION			
ASSOCIATE ADMINISTRATOR	$25,000	$31,500	$37,500
ASSISTANT ADMINISTRATOR	$21,300	$27,500	$32,000
ADMINISTRATIVE ASSISTANT	$15,600	$18,500	$21,000
QUALITY ASSURANCE SUPERVSR.	$21,500	$24,000	$27,000
PREPAID PLAN (HMO/PPO) MGR.	$15,600	$18,000	$20,000
AMBULATORY SURG. SUPERVISOR	$23,040	$28,000	$29,400
DIRECTOR PLANT OPERATIONS	$19,000	$24,000	$30,530
SATELLITE CLINIC MANAGER	$17,184	$19,800	$24,000
ADMINISTRATIVE SECRETARY	$13,520	$15,700	$18,900
SECRETARY (DEPARTMENT)	$11,856	$13,811	$16,500
BUSINESS OFFICE			
BUSINESS OFFICE MANAGER	$17,500	$20,500	$24,000
ASSIS. BUSINESS OFFICE MGR.	$14,500	$17,000	$20,000
INSURANCE MANAGER	$12,528	$15,080	$18,000
CREDIT & COLLECTIONS MGR.	$12,480	$14,600	$17,700
DIRECTOR OF PURCHASING	$13,645	$16,000	$19,500
CLERK/TYPIST	$10,000	$11,150	$14,000
SWITCHBOARD OPERATOR	$10,000	$11,400	$13,300
APPOINTMENT SECRETARY	$10,400	$12,500	$15,000
DRG COORDINATOR	$11,300	$12,750	$16,100
REGISTRAR (REGSTRTN. CLERK)	$10,000	$11,700	$14,000
RECEPTIONIST	$10,400	$11,900	$14,200
OFFICE CLERK (ENTRY LEVEL)	$8,800	$9,600	$12,000
PATIENT ACCOUNTS CLERK	$10,900	$12,500	$15,000
PATIENT REPRESENTATIVE	$11,400	$13,400	$16,000
INSURANCE CLERK	$10,400	$12,500	$15,000
CASHIER	$10,400	$12,000	$14,000
BOOKKEEPER	$12,000	$14,700	$17,000
MEDICAL SECRETARY	$11,500	$14,100	$16,600
FINANCE			
DIRECTOR OF FINANCE	$29,650	$33,000	$40,000
GENERAL ACCOUNTING MANAGER	$20,000	$24,000	$25,000
GENERAL AUDITOR	$21,029	$18,010	$31,800
CONTROLLER	$26,050	$31,000	$38,000
ACCOUNTING SUPERVISOR	$17,250	$20,800	$23,500
STAFF ACCOUNTANT	$17,000	$20,000	$23,000
ACCOUNTING CLERK	$11,500	$13,600	$16,500
PERSONNEL			
DIRECTOR OF PERSONNEL	$20,100	$23,400	$29,150
ASSISTANT DIR. OF PERSONNEL	$16,016	$19,510	$22,000
COMPENSATION/BENEFITS MGR.	$18,000	$19,600	$23,462
EMPLOYMENT MANAGER	$17,000	$18,200	$26,500
DIR. OF TRAINING/EDUCATION	$20,000	$21,600	$27,061

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 1C - PART 2: 25TH PERCENTILES FOR SALARY VARIABLES BY JOB TITLE

JOB TITLE	BASE SALARY	AVERAGE SALARY	MAXIMUM SALARY
DATA PROCESSING			
DATA PROCESSING MANAGER	$16,000	$19,100	$21,500
SYSTEMS & PROGRAMMING MGR.	$20,000	$24,400	$27,900
DATA PROCESS. OPER. MGR.	$14,100	$17,800	$20,000
SYSTEMS ANALYST	$20,000	$23,500	$25,970
COMPUTER PROGRAMMER	$16,328	$18,000	$23,000
COMPUTER OPERATOR	$12,000	$14,200	$17,300
DATA ENTRY CLERK	$10,400	$12,000	$14,700
MARKETING/PUBLIC RELATIONS			
DIRECTOR OF MARKETING	$22,000	$26,000	$31,143
COMMUNICATIONS/PR MANAGER	$16,900	$19,400	$26,800
MEDICAL RECORDS			
DIRECTOR OF MEDICAL RECORDS	$16,900	$20,000	$25,000
MEDICAL RECORDS SUPERVISOR	$12,000	$14,500	$16,700
MEDICAL TRANSCRIPTION MGR.	$14,600	$18,200	$19,800
ASSIST. MED. TRANSCRP. MGR.	$14,500	$17,600	$18,750
ACCREDITED RECORD TECH.	$12,000	$14,100	$17,500
MEDICAL RECORDS TRANSCRIBER	$11,500	$14,000	$16,000
RECORD ROOM CLERK	$8,840	$10,000	$12,125
LABORATORY			
DIRECTOR OF LABORATORY	$19,000	$24,000	$26,400
LAB SECTION SUPERVISOR	$18,033	$21,450	$24,918
MEDICAL TECHNOLOGIST, ASCP	$16,000	$18,000	$21,400
MED. LAB TECH. (MLT), ASCP	$13,200	$15,600	$17,550
CYTOTECHNOLOGIST	$17,000	$21,300	$24,700
CERTIFIED LAB TECHNICIAN	$12,000	$13,700	$16,000
HISTOLOGIC TECHNICIAN	$14,200	$17,100	$19,550
LABORATORY AIDE	$10,000	$11,898	$13,900
RADIOLOGY			
DIRECTOR OF RADIOLOGY	$20,000	$22,400	$26,700
CHIEF RADIOLO. TECHNOLOGIST	$17,300	$21,400	$24,000
RADIOLOGY TECHNOLOGIST, REG	$14,957	$17,200	$19,800
CAT SCAN TECH. (CS TECH)	$17,100	$20,800	$23,850
ULTRASOUND TECHNICIAN	$18,400	$21,700	$25,000
PHYSICAL THERAPY			
PHYSICIAL THERAPIST (RPT)	$23,660	$28,200	$32,843
PHYSICAL THERAPY ASSISTANT	$12,480	$12,800	$16,400
OPHTHALMIC SERVICES			
OPTICAL SHOP SUPERVISOR	$16,100	$22,100	$20,000
OPTICIAN	$13,000	$16,000	$19,000
OPHTHALMIC TECHNICIAN	$13,000	$17,160	$19,676
OPHTHALMIC ASSISTANT	$11,600	$14,000	$16,300
OPHTHALMIC PHOTOGRAPHER	$16,000	$17,500	$22,000
MENTAL HEALTH SERVICES			
CLINICAL PSYCHOLOGIST, PHD	$30,000	$38,500	$43,600
PSYCHIATRIC SOCIAL WORKER	$20,000	$25,300	$30,000

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 1C - PART 3: 25TH PERCENTILES FOR SALARY VARIABLES BY JOB TITLE

JOB TITLE	BASE SALARY	AVERAGE SALARY	MAXIMUM SALARY
AUDIOLOGY			
AUDIOLOGIST	$20,000	$23,700	$28,400
SPEECH PATHOLOGIST	$20,166	$23,100	$29,900
EEG			
EEG LAB SUPERVISOR	$18,700	$21,100	$21,500
EEG TECHNICIAN	$13,550	$16,100	$18,966
EKG			
EKG SUPERVISOR	$14,000	$16,600	$17,800
EKG TECHNICIAN	$10,960	$13,021	$15,000
PERFUSION SERVICES			
PERFUSION SERVICES MANAGER	$38,800	$58,000	$51,500
CARDIOPULMON. PERFUSIONIST	$34,400	$43,000	$45,000
OTHER ANCILLARY SERVICES			
ECHOCARDIOLOGY LAB SUPERVS.	$18,000	$21,750	$25,500
THERAPEUTIC DIETICIAN	$19,200	$23,000	$25,800
GASTROINTESTINAL TECHNICIAN	$12,850	$16,200	$18,000
ORTHOTICS/PROSTHETICS MGR.	$18,000	$18,000	$21,000
NURSING			
DIRECTOR OF NURSING SERVCS.	$19,300	$23,462	$25,000
NURSE ANESTHETIST (CRNA)	$30,200	$40,000	$45,000
PATIENT CARE SUPERVISOR	$17,750	$20,700	$24,583
PATIENT EDUCATION COORDNTR.	$18,000	$20,302	$25,000
STAFF NURSE	$16,200	$18,954	$22,000
TRIAGE NURSE	$16,500	$19,200	$22,200
LICENSED PRACTICAL NURSE	$12,500	$14,600	$16,700
NURSING AIDE	$9,700	$11,500	$13,500
OTHER ALLIED HEALTH PERSONNEL			
PHYSICIAN ASSISTANT	$22,000	$27,500	$30,655
NURSE PRACTITIONER	$22,272	$26,768	$31,000
MEDICAL ASSISTANT	$10,900	$13,200	$15,704
PHARMACIST	$25,700	$32,155	$37,000
MAINTENANCE			
HOUSEKEEPING SUPERVISOR	$10,450	$13,000	$15,000
HOUSEKEEPER	$8,300	$9,400	$11,648
LICENSED ELECTRICIAN	$18,220	$20,500	$23,940
BUILDING ENGINEER	$13,600	$16,380	$19,355
MAINTENANCE MECHANIC	$11,800	$14,000	$16,200
ELECTRONIC TECHNICIAN	$14,060	$19,400	$22,000
GROUNDSKEEPER	$9,000	$10,600	$12,700
OTHER SUPPORT STAFF			
CHIEF MEDICAL LIBRARIAN	$15,800	$18,300	$23,700
BIOMEDICAL ELECTRONICS MGR.	$19,200	$26,200	$30,410
PRINT SHOP SUPERVISOR	$15,553	$20,700	$23,317
MED. GRAPHICS ARTS SUPRVSR.	*	*	*
VIDEO PRODUCTION SUPERVISOR	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 10 - PART 1: 50TH PERCENTILES FOR SALARY VARIABLES BY JOB TITLE

JOB TITLE	BASE SALARY	AVERAGE SALARY	MAXIMUM SALARY
ADMINISTRATION			
ASSOCIATE ADMINISTRATOR	$30,000	$40,000	$45,000
ASSISTANT ADMINISTRATOR	$27,000	$34,000	$40,000
ADMINISTRATIVE ASSISTANT	$18,000	$21,600	$25,000
QUALITY ASSURANCE SUPERVSR.	$23,000	$29,600	$32,800
PREPAID PLAN (HMO/PPO) MGR.	$20,400	$25,000	$29,400
AMBULATORY SURG. SUPERVISOR	$27,000	$30,850	$35,000
DIRECTOR PLANT OPERATIONS	$24,600	$32,000	$35,000
SATELLITE CLINIC MANAGER	$20,000	$24,000	$28,080
ADMINISTRATIVE SECRETARY	$15,000	$18,200	$21,100
SECRETARY (DEPARTMENT)	$13,500	$15,891	$19,000
BUSINESS OFFICE			
BUSINESS OFFICE MANAGER	$20,000	$25,000	$30,000
ASSIS. BUSINESS OFFICE MGR.	$17,000	$20,000	$23,050
INSURANCE MANAGER	$15,000	$18,000	$20,700
CREDIT & COLLECTIONS MGR.	$14,700	$18,000	$20,000
DIRECTOR OF PURCHASING	$17,540	$19,800	$23,000
CLERK/TYPIST	$11,000	$12,750	$15,350
SWITCHBOARD OPERATOR	$10,900	$12,700	$15,000
APPOINTMENT SECRETARY	$12,000	$14,199	$17,000
DRG COORDINATOR	$14,000	$14,800	$19,800
REGISTRAR (REGSTRTN. CLERK)	$11,400	$13,250	$15,643
RECEPTIONIST	$11,400	$13,300	$15,700
OFFICE CLERK (ENTRY LEVEL)	$10,000	$10,800	$13,520
PATIENT ACCOUNTS CLERK	$12,440	$14,400	$17,200
PATIENT REPRESENTATIVE	$12,900	$15,049	$18,000
INSURANCE CLERK	$12,000	$14,400	$16,800
CASHIER	$11,440	$13,500	$15,392
BOOKKEEPER	$14,000	$17,160	$20,000
MEDICAL SECRETARY	$13,301	$16,100	$18,970
FINANCE			
DIRECTOR OF FINANCE	$38,000	$45,000	$50,000
GENERAL ACCOUNTING MANAGER	$24,200	$28,800	$33,550
GENERAL AUDITOR	$23,700	$28,385	$34,778
CONTROLLER	$30,000	$37,900	$45,120
ACCOUNTING SUPERVISOR	$19,800	$24,700	$28,300
STAFF ACCOUNTANT	$19,630	$22,850	$27,250
ACCOUNTING CLERK	$13,000	$15,392	$18,400
PERSONNEL			
DIRECTOR OF PERSONNEL	$25,000	$29,600	$36,950
ASSISTANT DIR. OF PERSONNEL	$18,000	$23,252	$25,000
COMPENSATION/BENEFITS MGR.	$21,700	$26,000	$30,000
EMPLOYMENT MANAGER	$21,000	$23,250	$29,250
DIR. OF TRAINING/EDUCATION	$23,000	$25,000	$32,800

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 1D - PART 2: 50TH PERCENTILES FOR SALARY VARIABLES BY JOB TITLE

JOB TITLE	BASE SALARY	AVERAGE SALARY	MAXIMUM SALARY
DATA PROCESSING			
DATA PROCESSING MANAGER	$22,000	$25,500	$30,223
SYSTEMS & PROGRAMMING MGR.	$27,000	$30,000	$37,000
DATA PROCESS. OPER. MGR.	$17,000	$20,000	$24,000
SYSTEMS ANALYST	$23,900	$31,408	$37,898
COMPUTER PROGRAMMER	$20,000	$21,300	$29,700
COMPUTER OPERATOR	$13,520	$16,203	$19,077
DATA ENTRY CLERK	$11,543	$13,500	$16,000
MARKETING/PUBLIC RELATIONS			
DIRECTOR OF MARKETING	$26,000	$31,850	$38,600
COMMUNICATIONS/PR MANAGER	$22,000	$25,000	$33,440
MEDICAL RECORDS			
DIRECTOR OF MEDICAL RECORDS	$21,320	$24,600	$30,350
MEDICAL RECORDS SUPERVISOR	$14,560	$16,800	$19,700
MEDICAL TRANSCRIPTION MGR.	$16,208	$20,500	$23,500
ASSIST. MED. TRANSCRP. MGR.	$16,479	$19,000	$21,600
ACCREDITED RECORD TECH.	$14,560	$17,000	$21,000
MEDICAL RECORDS TRANSCRIBER	$13,450	$16,000	$18,550
RECORD ROOM CLERK	$10,000	$11,250	$13,800
LABORATORY			
DIRECTOR OF LABORATORY	$23,350	$28,800	$33,000
LAB SECTION SUPERVISOR	$20,983	$25,217	$28,000
MEDICAL TECHNOLOGIST, ASCP	$18,000	$20,536	$24,400
MED. LAB TECH. (MLT), ASCP	$15,000	$17,300	$20,000
CYTOTECHNOLOGIST	$20,000	$24,100	$28,050
CERTIFIED LAB TECHNICIAN	$13,300	$15,400	$17,700
HISTOLOGIC TECHNICIAN	$15,600	$19,700	$23,050
LABORATORY AIDE	$11,400	$12,996	$15,100
RADIOLOGY			
DIRECTOR OF RADIOLOGY	$24,243	$28,500	$35,800
CHIEF RADIOLO. TECHNOLOGIST	$20,000	$25,000	$28,000
RADIOLOGY TECHNOLOGIST, REG	$16,600	$19,400	$22,300
CAT SCAN TECH. (CS TECH)	$19,780	$23,107	$26,593
ULTRASOUND TECHNICIAN	$20,000	$24,600	$27,664
PHYSICAL THERAPY			
PHYSICIAL THERAPIST (RPT)	$26,400	$32,170	$36,450
PHYSICAL THERAPY ASSISTANT	$14,355	$15,600	$19,450
OPHTHALMIC SERVICES			
OPTICAL SHOP SUPERVISOR	$19,900	$26,650	$27,141
OPTICIAN	$14,500	$19,800	$23,000
OPHTHALMIC TECHNICIAN	$16,000	$19,750	$23,000
OPHTHALMIC ASSISTANT	$12,500	$15,700	$18,200
OPHTHALMIC PHOTOGRAPHER	$18,000	$22,400	$27,810
MENTAL HEALTH SERVICES			
CLINICAL PSYCHOLOGIST, PHD	$40,000	$46,338	$50,600
PSYCHIATRIC SOCIAL WORKER	$24,573	$30,000	$36,000

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 1D - PART 3: 50TH PERCENTILES FOR SALARY VARIABLES BY JOB TITLE

JOB TITLE	BASE SALARY	AVERAGE SALARY	MAXIMUM SALARY
AUDIOLOGY			
AUDIOLOGIST	$21,650	$27,170	$31,700
SPEECH PATHOLOGIST	$22,100	$26,000	$30,650
EEG			
EEG LAB SUPERVISOR	$20,300	$27,165	$30,000
EEG TECHNICIAN	$16,000	$19,510	$21,285
EKG			
EKG SUPERVISOR	$16,550	$20,800	$21,150
EKG TECHNICIAN	$12,317	$14,560	$16,700
PERFUSION SERVICES			
PERFUSION SERVICES MANAGER	$52,500	$63,450	$63,500
CARDIOPULMON. PERFUSIONIST	$41,150	$48,000	$55,850
OTHER ANCILLARY SERVICES			
ECHOCARDIOLOGY LAB SUPERVS.	$22,400	$27,000	$28,450
THERAPEUTIC DIETICIAN	$21,100	$25,000	$28,080
GASTROINTESTINAL TECHNICIAN	$15,600	$18,900	$21,400
ORTHOTICS/PROSTHETICS MGR.	$29,000	$28,950	$48,500
NURSING			
DIRECTOR OF NURSING SERVCS.	$23,850	$27,000	$30,600
NURSE ANESTHETIST (CRNA)	$36,000	$43,700	$50,000
PATIENT CARE SUPERVISOR	$20,700	$24,250	$28,700
PATIENT EDUCATION COORDNTR.	$20,000	$24,050	$27,600
STAFF NURSE	$18,200	$21,200	$25,000
TRIAGE NURSE	$18,000	$21,900	$25,000
LICENSED PRACTICAL NURSE	$14,100	$16,200	$18,720
NURSING AIDE	$11,200	$13,500	$15,000
OTHER ALLIED HEALTH PERSONNEL			
PHYSICIAN ASSISTANT	$25,300	$31,250	$36,350
NURSE PRACTITIONER	$25,000	$30,301	$35,000
MEDICAL ASSISTANT	$12,480	$15,000	$18,000
PHARMACIST	$29,200	$36,000	$41,000
MAINTENANCE			
HOUSEKEEPING SUPERVISOR	$13,323	$17,000	$19,372
HOUSEKEEPER	$9,300	$10,600	$12,700
LICENSED ELECTRICIAN	$22,700	$25,700	$28,600
BUILDING ENGINEER	$16,640	$23,317	$24,980
MAINTENANCE MECHANIC	$14,000	$16,600	$19,850
ELECTRONIC TECHNICIAN	$18,600	$23,250	$27,700
GROUNDSKEEPER	$10,000	$12,293	$13,936
OTHER SUPPORT STAFF			
CHIEF MEDICAL LIBRARIAN	$19,100	$20,600	$30,000
BIOMEDICAL ELECTRONICS MGR.	$25,600	$29,380	$37,551
PRINT SHOP SUPERVISOR	$17,200	$21,216	$23,402
MED. GRAPHICS ARTS SUPRVSR.	*	*	*
VIDEO PRODUCTION SUPERVISOR	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 1E - PART 1: 75TH PERCENTILES FOR SALARY VARIABLES BY JOB TITLE

JOB TITLE	BASE SALARY	AVERAGE SALARY	MAXIMUM SALARY
ADMINISTRATION			
ASSOCIATE ADMINISTRATOR	$40,000	$52,000	$60,000
ASSISTANT ADMINISTRATOR	$32,000	$42,000	$47,600
ADMINISTRATIVE ASSISTANT	$20,508	$25,100	$28,500
QUALITY ASSURANCE SUPERVSR.	$25,000	$33,000	$35,000
PREPAID PLAN (HMO/PPO) MGR.	$25,000	$30,700	$36,400
AMBULATORY SURG. SUPERVISOR	$28,000	$34,650	$40,800
DIRECTOR PLANT OPERATIONS	$29,400	$35,000	$39,881
SATELLITE CLINIC MANAGER	$25,000	$30,000	$35,400
ADMINISTRATIVE SECRETARY	$18,000	$21,382	$24,900
SECRETARY (DEPARTMENT)	$15,500	$18,300	$20,800
BUSINESS OFFICE			
BUSINESS OFFICE MANAGER	$25,000	$31,750	$36,700
ASSIS. BUSINESS OFFICE MGR.	$20,200	$23,500	$27,550
INSURANCE MANAGER	$18,000	$21,700	$25,000
CREDIT & COLLECTIONS MGR.	$18,000	$21,000	$25,000
DIRECTOR OF PURCHASING	$21,600	$27,850	$31,500
CLERK/TYPIST	$12,800	$15,308	$18,000
SWITCHBOARD OPERATOR	$12,300	$14,600	$16,739
APPOINTMENT SECRETARY	$13,500	$16,063	$19,000
DRG COORDINATOR	$28,000	$26,786	$35,000
REGISTRAR (REGSTRTN. CLERK)	$12,500	$14,800	$18,000
RECEPTIONIST	$12,700	$15,000	$18,000
OFFICE CLERK (ENTRY LEVEL)	$11,336	$12,539	$15,000
PATIENT ACCOUNTS CLERK	$14,000	$16,712	$19,730
PATIENT REPRESENTATIVE	$14,580	$17,100	$20,150
INSURANCE CLERK	$13,500	$15,950	$18,720
CASHIER	$13,000	$15,300	$18,000
BOOKKEEPER	$16,120	$20,000	$23,600
MEDICAL SECRETARY	$15,000	$18,700	$21,840
FINANCE			
DIRECTOR OF FINANCE	$46,500	$55,000	$64,500
GENERAL ACCOUNTING MANAGER	$28,200	$35,000	$41,808
GENERAL AUDITOR	$24,350	$33,300	$35,000
CONTROLLER	$35,055	$45,000	$54,600
ACCOUNTING SUPERVISOR	$23,250	$28,600	$35,600
STAFF ACCOUNTANT	$21,600	$26,000	$30,410
ACCOUNTING CLERK	$14,800	$17,500	$20,700
PERSONNEL			
DIRECTOR OF PERSONNEL	$28,900	$39,000	$43,150
ASSISTANT DIR. OF PERSONNEL	$22,500	$27,200	$29,000
COMPENSATION/BENEFITS MGR.	$26,703	$33,000	$38,000
EMPLOYMENT MANAGER	$25,800	$29,200	$35,300
DIR. OF TRAINING/EDUCATION	$27,000	$33,000	$39,100

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 1E - PART 2: 75TH PERCENTILES FOR SALARY VARIABLES BY JOB TITLE

JOB TITLE	BASE SALARY	AVERAGE SALARY	MAXIMUM SALARY
DATA PROCESSING			
DATA PROCESSING MANAGER	$28,950	$35,000	$41,900
SYSTEMS & PROGRAMMING MGR.	$34,000	$45,900	$48,891
DATA PROCESS. OPER. MGR.	$21,000	$24,100	$27,800
SYSTEMS ANALYST	$26,700	$33,000	$40,716
COMPUTER PROGRAMMER	$22,700	$27,373	$33,200
COMPUTER OPERATOR	$15,600	$18,000	$22,000
DATA ENTRY CLERK	$13,050	$15,500	$18,000
MARKETING/PUBLIC RELATIONS			
DIRECTOR OF MARKETING	$32,000	$40,248	$45,000
COMMUNICATIONS/PR MANAGER	$27,000	$34,300	$40,000
MEDICAL RECORDS			
DIRECTOR OF MEDICAL RECORDS	$25,730	$28,000	$36,278
MEDICAL RECORDS SUPERVISOR	$17,000	$19,700	$23,462
MEDICAL TRANSCRIPTION MGR.	$19,400	$23,700	$27,300
ASSIST. MED. TRANSCRP. MGR.	$18,000	$20,800	$26,000
ACCREDITED RECORD TECH.	$18,300	$20,400	$22,800
MEDICAL RECORDS TRANSCRIBER	$15,650	$18,000	$21,200
RECORD ROOM CLERK	$11,200	$13,000	$15,200
LABORATORY			
DIRECTOR OF LABORATORY	$28,600	$33,600	$40,000
LAB SECTION SUPERVISOR	$24,800	$29,803	$32,900
MEDICAL TECHNOLOGIST, ASCP	$20,000	$23,000	$27,650
MED. LAB TECH. (MLT), ASCP	$16,600	$19,700	$22,500
CYTOTECHNOLOGIST	$23,192	$27,000	$31,164
CERTIFIED LAB TECHNICIAN	$14,800	$17,100	$20,155
HISTOLOGIC TECHNICIAN	$19,250	$24,000	$25,980
LABORATORY AIDE	$12,500	$14,500	$17,014
RADIOLOGY			
DIRECTOR OF RADIOLOGY	$29,200	$34,986	$40,000
CHIEF RADIOLO. TECHNOLOGIST	$23,800	$28,950	$30,900
RADIOLOGY TECHNOLOGIST, REG	$18,700	$22,000	$25,000
CAT SCAN TECH. (CS TECH)	$21,000	$26,760	$30,000
ULTRASOUND TECHNICIAN	$22,880	$27,900	$31,000
PHYSICAL THERAPY			
PHYSICIAL THERAPIST (RPT)	$30,000	$36,700	$42,100
PHYSICAL THERAPY ASSISTANT	$16,000	$18,700	$22,000
OPHTHALMIC SERVICES			
OPTICAL SHOP SUPERVISOR	$20,800	$31,650	$31,800
OPTICIAN	$20,150	$25,700	$28,200
OPHTHALMIC TECHNICIAN	$18,700	$22,800	$27,000
OPHTHALMIC ASSISTANT	$15,600	$17,282	$21,400
OPHTHALMIC PHOTOGRAPHER	$20,000	$27,500	$30,900
MENTAL HEALTH SERVICES			
CLINICAL PSYCHOLOGIST, PHD	$45,000	$52,500	$61,000
PSYCHIATRIC SOCIAL WORKER	$28,000	$37,825	$40,000

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 1E - PART 3: 75TH PERCENTILES FOR SALARY VARIABLES BY JOB TITLE

JOB TITLE	BASE SALARY	AVERAGE SALARY	MAXIMUM SALARY
AUDIOLOGY			
AUDIOLOGIST	$24,700	$32,000	$35,200
SPEECH PATHOLOGIST	$25,050	$29,000	$33,600
EEG			
EEG LAB SUPERVISOR	$24,600	$32,200	$35,000
EEG TECHNICIAN	$18,163	$22,000	$24,300
EKG			
EKG SUPERVISOR	$19,900	$24,800	$26,200
EKG TECHNICIAN	$13,580	$16,600	$19,464
PERFUSION SERVICES			
PERFUSION SERVICES MANAGER	$58,000	$75,000	$77,500
CARDIOPULMON. PERFUSIONIST	$45,000	$51,800	$60,000
OTHER ANCILLARY SERVICES			
ECHOCARDIOLOGY LAB SUPERVS.	$25,000	$28,750	$33,839
THERAPEUTIC DIETICIAN	$25,000	$28,500	$31,600
GASTROINTESTINAL TECHNICIAN	$17,457	$21,900	$24,400
ORTHOTICS/PROSTHETICS MGR.	$33,000	$47,300	$51,100
NURSING			
DIRECTOR OF NURSING SERVCS.	$27,000	$31,750	$35,300
NURSE ANESTHETIST (CRNA)	$40,000	$49,100	$60,000
PATIENT CARE SUPERVISOR	$23,950	$27,300	$33,000
PATIENT EDUCATION COORDNTR.	$24,000	$28,000	$30,826
STAFF NURSE	$20,800	$24,550	$29,000
TRIAGE NURSE	$20,300	$23,900	$28,100
LICENSED PRACTICAL NURSE	$15,600	$18,013	$21,500
NURSING AIDE	$12,500	$15,080	$17,600
OTHER ALLIED HEALTH PERSONNEL			
PHYSICIAN ASSISTANT	$30,000	$35,300	$42,600
NURSE PRACTITIONER	$27,600	$35,000	$40,000
MEDICAL ASSISTANT	$14,400	$17,000	$20,000
PHARMACIST	$32,500	$38,600	$45,200
MAINTENANCE			
HOUSEKEEPING SUPERVISOR	$16,600	$20,500	$25,400
HOUSEKEEPER	$10,500	$12,500	$14,560
LICENSED ELECTRICIAN	$28,600	$29,307	$31,762
BUILDING ENGINEER	$21,200	$27,200	$29,600
MAINTENANCE MECHANIC	$17,200	$20,700	$24,000
ELECTRONIC TECHNICIAN	$22,300	$27,600	$29,500
GROUNDSKEEPER	$12,500	$13,783	$15,808
OTHER SUPPORT STAFF			
CHIEF MEDICAL LIBRARIAN	$22,700	$29,900	$31,600
BIOMEDICAL ELECTRONICS MGR.	$32,800	$41,850	$44,600
PRINT SHOP SUPERVISOR	$21,200	$27,300	$27,300
MED. GRAPHICS ARTS SUPRVSR.	*	*	*
VIDEO PRODUCTION SUPERVISOR	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 2A - PART 1; NUMBER OF RESPONDING GROUPS FOR AVERAGE SALARY DATA BY JOB TITLE AND NUMBER OF FTE EMPLOYEES SUPERVISED CATEGORY

JOB TITLE	NUMBER OF FTE EMPLOYEES SUPERVISED CATEGORY			
	0.01 TO 2.00	2.01 TO 7.00	7.01 TO 16.00	16.01 OR MORE
	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES
ADMINISTRATION				
ASSOCIATE ADMINISTRATOR	2	7	22	74
ASSISTANT ADMINISTRATOR	5	17	22	88
ADMINISTRATIVE ASSISTANT	28	31	18	15
QUALITY ASSURANCE SUPERVSR.	5	7	3	1
PREPAID PLAN (HMO/PPO) MGR.	14	10	7	3
AMBULATORY SURG. SUPERVISOR	1	14	11	2
DIRECTOR PLANT OPERATIONS	5	19	8	13
SATELLITE CLINIC MANAGER	12	39	29	43
ADMINISTRATIVE SECRETARY	37	14	2	1
SECRETARY (DEPARTMENT)	9	2	0	0
BUSINESS OFFICE				
BUSINESS OFFICE MANAGER	26	137	146	105
ASSIS. BUSINESS OFFICE MGR.	9	42	33	18
INSURANCE MANAGER	41	54	35	13
CREDIT & COLLECTIONS MGR.	55	59	24	6
DIRECTOR OF PURCHASING	29	19	4	5
CLERK/TYPIST	2	0	0	0
SWITCHBOARD OPERATOR	18	3	0	0
APPOINTMENT SECRETARY	14	12	1	2
REGISTRAR (REGSTRTN. CLERK)	5	4	0	0
RECEPTIONIST	24	11	4	3
OFFICE CLERK (ENTRY LEVEL)	6	2	0	0
PATIENT ACCOUNTS CLERK	8	7	1	1
PATIENT REPRESENTATIVE	3	5	2	0
INSURANCE CLERK	15	8	2	0
CASHIER	17	3	0	1
BOOKKEEPER	19	6	3	1
MEDICAL SECRETARY	15	12	2	1
FINANCE				
DIRECTOR OF FINANCE	5	14	15	15
GENERAL ACCOUNTING MANAGER	11	30	8	2
CONTROLLER	14	15	10	9
ACCOUNTING SUPERVISOR	15	26	3	1
STAFF ACCOUNTANT	18	4	0	0
ACCOUNTING CLERK	7	1	0	0
PERSONNEL				
DIRECTOR OF PERSONNEL	28	23	6	10
ASSISTANT DIR. OF PERSONNEL	5	3	2	0
COMPENSATION/BENEFITS MGR.	5	2	0	0
EMPLOYMENT MANAGER	4	7	1	0
DIR. OF TRAINING/EDUCATION	6	1	0	0

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 2A - PART 2: NUMBER OF RESPONDING GROUPS FOR AVERAGE SALARY DATA BY JOB TITLE AND NUMBER OF FTE EMPLOYEES SUPERVISED CATEGORY

JOB TITLE	NUMBER OF FTE EMPLOYEES SUPERVISED CATEGORY			
	0.01 TO 2.00	2.01 TO 7.00	7.01 TO 16.00	16.01 OR MORE
	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES
DATA PROCESSING				
DATA PROCESSING MANAGER	20	46	17	7
SYSTEMS & PROGRAMMING MGR.	2	8	5	2
DATA PROCESS. OPER. MGR.	11	38	11	3
SYSTEMS ANALYST	3	0	0	0
COMPUTER PROGRAMMER	0	1	0	0
COMPUTER OPERATOR	10	4	0	0
DATA ENTRY CLERK	11	5	1	0
MARKETING/PUBLIC RELATIONS				
DIRECTOR OF MARKETING	12	5	1	2
COMMUNICATIONS/PR MANAGER	10	2	1	0
MEDICAL RECORDS				
DIRECTOR OF MEDICAL RECORDS	4	6	14	21
MEDICAL RECORDS SUPERVISOR	20	50	34	36
MEDICAL TRANSCRIPTION MGR.	18	29	21	11
ASSIST. MED. TRANSCRP. MGR.	2	5	3	3
ACCREDITED RECORD TECH.	0	1	0	1
MEDICAL RECORDS TRANSCRIBER	12	4	0	0
RECORD ROOM CLERK	12	7	2	0
LABORATORY				
DIRECTOR OF LABORATORY	13	44	38	27
LAB SECTION SUPERVISOR	19	41	25	13
MEDICAL TECHNOLOGIST, ASCP	19	11	0	1
MED. LAB TECH. (MLT), ASCP	19	4	0	1
CYTOTECHNOLOGIST	3	0	0	0
CERTIFIED LAB TECHNICIAN	4	0	0	0
HISTOLOGIC TECHNICIAN	1	0	0	1
LABORATORY AIDE	3	2	1	0
RADIOLOGY				
DIRECTOR OF RADIOLOGY	8	16	18	19
CHIEF RADIOLO. TECHNOLOGIST	36	50	25	11
RADIOLOGY TECHNOLOGIST, REG	18	10	1	1
ULTRASOUND TECHNICIAN	4	0	1	0
PHYSICAL THERAPY				
PHYSICIAL THERAPIST (RPT)	24	16	3	0
PHYSICAL THERAPY ASSISTANT	2	0	0	0
OPHTHALMIC SERVICES				
OPTICAL SHOP SUPERVISOR	11	15	3	0
OPTICIAN	7	1	0	0
OPHTHALMIC TECHNICIAN	3	3	1	0
OPHTHALMIC ASSISTANT	1	0	0	0
OPHTHALMIC PHOTOGRAPHER	1	2	1	0
MENTAL HEALTH SERVICES				
CLINICAL PSYCHOLOGIST, PHD	4	2	0	0
PSYCHIATRIC SOCIAL WORKER	2	0	0	0

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 2A - PART 3: NUMBER OF RESPONDING GROUPS FOR AVERAGE SALARY DATA BY JOB TITLE AND NUMBER OF FTE EMPLOYEES SUPERVISED CATEGORY

JOB TITLE	NUMBER OF FTE EMPLOYEES SUPERVISED CATEGORY			
	0.01 TO 2.00	2.01 TO 7.00	7.01 TO 16.00	16.01 OR MORE
	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES
AUDIOLOGY				
AUDIOLOGIST	6	2	1	0
EEG				
EEG LAB SUPERVISOR	5	3	3	0
EKG				
EKG SUPERVISOR	9	8	4	0
EKG TECHNICIAN	2	1	1	0
PERFUSION SERVICES				
PERFUSION SERVICES MANAGER	2	4	1	0
OTHER ANCILLARY SERVICES				
ECHOCARDIOLOGY LAB SUPERVS.	6	6	2	0
THERAPEUTIC DIETICIAN	3	1	0	0
ORTHOTICS/PROSTHETICS MGR.	1	2	0	0
NURSING				
DIRECTOR OF NURSING SERVCS.	8	42	57	96
NURSE ANESTHETIST (CRNA)	1	1	0	1
PATIENT CARE SUPERVISOR	1	33	17	16
PATIENT EDUCATION COORDNTR.	5	9	1	0
STAFF NURSE	16	23	8	5
TRIAGE NURSE	3	2	2	0
LICENSED PRACTICAL NURSE	8	9	5	2
NURSING AIDE	2	3	0	1
OTHER ALLIED HEALTH PERSONNEL				
PHYSICIAN ASSISTANT	9	6	1	2
NURSE PRACTITIONER	5	5	1	0
MEDICAL ASSISTANT	9	5	0	0
PHARMACIST	8	6	0	0
MAINTENANCE				
HOUSEKEEPING SUPERVISOR	10	17	14	7
HOUSEKEEPER	4	2	0	0
BUILDING ENGINEER	5	5	0	0
MAINTENANCE MECHANIC	5	4	0	0
GROUNDSKEEPER	1	1	1	0
OTHER SUPPORT STAFF				
CHIEF MEDICAL LIBRARIAN	5	1	1	0
BIOMEDICAL ELECTRONICS MGR.	0	2	2	0
PRINT SHOP SUPERVISOR	0	1	1	0
MED. GRAPHICS ARTS SUPRVSR.	0	2	1	0
VIDEO PRODUCTION SUPERVISOR	0	1	0	0

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 2B - PART 1: 50TH PERCENTILES FOR AVERAGE SALARY DATA BY JOB TITLE AND NUMBER OF FTE EMPLOYEES SUPERVISED CATEGORY

JOB TITLE	NUMBER OF FTE EMPLOYEES SUPERVISED CATEGORY			
	0.01 TO 2.00	2.01 TO 7.00	7.01 TO 16.00	16.01 OR MORE
	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY
ADMINISTRATION				
ASSOCIATE ADMINISTRATOR	*	$30,000	$36,400	$44,500
ASSISTANT ADMINISTRATOR	*	$32,000	$30,000	$35,180
ADMINISTRATIVE ASSISTANT	$22,350	$23,400	$24,250	$23,500
QUALITY ASSURANCE SUPERVSR.	*	$32,200	*	*
PREPAID PLAN (HMO/PPO) MGR.	$20,600	$28,950	$30,000	*
AMBULATORY SURG. SUPERVISOR	*	$30,850	$31,200	*
DIRECTOR PLANT OPERATIONS	*	$28,700	$31,450	$35,000
SATELLITE CLINIC MANAGER	$21,350	$22,800	$22,000	$27,000
ADMINISTRATIVE SECRETARY	$18,200	$22,850	*	*
SECRETARY (DEPARTMENT)	$15,500	*	*	*
BUSINESS OFFICE				
BUSINESS OFFICE MANAGER	$21,088	$22,000	$25,000	$31,900
ASSIS. BUSINESS OFFICE MGR.	$16,900	$20,000	$19,344	$26,200
INSURANCE MANAGER	$16,500	$18,750	$21,840	$20,600
CREDIT & COLLECTIONS MGR.	$19,100	$19,600	$22,636	$23,600
DIRECTOR OF PURCHASING	$17,880	$24,700	*	*
CLERK/TYPIST	*	*	*	*
SWITCHBOARD OPERATOR	$14,072	*	*	*
APPOINTMENT SECRETARY	$13,200	$17,872	*	*
REGISTRAR (REGSTRTN. CLERK)	*	*	*	*
RECEPTIONIST	$13,950	$14,000	*	*
OFFICE CLERK (ENTRY LEVEL)	$9,530	*	*	*
PATIENT ACCOUNTS CLERK	$15,450	$11,200	*	*
PATIENT REPRESENTATIVE	*	*	*	*
INSURANCE CLERK	$15,750	$14,800	*	*
CASHIER	$14,600	*	*	*
BOOKKEEPER	$20,000	$19,750	*	*
MEDICAL SECRETARY	$18,200	$17,000	*	*
FINANCE				
DIRECTOR OF FINANCE	*	$32,500	$50,000	$55,000
GENERAL ACCOUNTING MANAGER	$27,492	$29,000	$30,600	*
CONTROLLER	$30,100	$34,200	$41,800	$48,000
ACCOUNTING SUPERVISOR	$23,275	$24,550	*	*
STAFF ACCOUNTANT	$24,317	*	*	*
ACCOUNTING CLERK	$17,000	*	*	*
PERSONNEL				
DIRECTOR OF PERSONNEL	$29,600	$35,000	$48,000	$22,500
ASSISTANT DIR. OF PERSONNEL	*	*	*	*
COMPENSATION/BENEFITS MGR.	*	*	*	*
EMPLOYMENT MANAGER	*	$29,200	*	*
DIR. OF TRAINING/EDUCATION	$30,520	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 28 - PART 2: 50TH PERCENTILES FOR AVERAGE SALARY DATA BY JOB TITLE AND NUMBER OF FTE EMPLOYEES SUPERVISED CATEGORY

JOB TITLE	NUMBER OF FTE EMPLOYEES SUPERVISED CATEGORY			
	0.01 TO 2.00	2.01 TO 7.00	7.01 TO 16.00	16.01 OR MORE
	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY
DATA PROCESSING				
DATA PROCESSING MANAGER	$19,500	$25,850	$36,000	$48,500
SYSTEMS & PROGRAMMING MGR.	*	$29,500	*	*
DATA PROCESS. OPER. MGR.	$19,900	$20,050	$24,300	*
SYSTEMS ANALYST	*	*	*	*
COMPUTER PROGRAMMER	*	*	*	*
COMPUTER OPERATOR	$17,650	*	*	*
DATA ENTRY CLERK	$12,000	*	*	*
MARKETING/PUBLIC RELATIONS				
DIRECTOR OF MARKETING	$33,550	*	*	*
COMMUNICATIONS/PR MANAGER	$26,500	*	*	*
MEDICAL RECORDS				
DIRECTOR OF MEDICAL RECORDS	*	$20,140	$23,900	$25,400
MEDICAL RECORDS SUPERVISOR	$15,096	$16,300	$16,000	$19,400
MEDICAL TRANSCRIPTION MGR.	$18,600	$19,500	$21,300	$24,600
ASSIST. MED. TRANSCRP. MGR.	*	*	*	*
ACCREDITED RECORD TECH.	*	*	*	*
MEDICAL RECORDS TRANSCRIBER	$16,734	*	*	*
RECORD ROOM CLERK	$11,550	$10,000	*	*
LABORATORY				
DIRECTOR OF LABORATORY	$25,200	$26,050	$30,100	$33,000
LAB SECTION SUPERVISOR	$21,528	$24,500	$27,000	$29,500
MEDICAL TECHNOLOGIST, ASCP	$21,400	$21,400	*	*
MED. LAB TECH. (MLT), ASCP	$18,200	*	*	*
CYTOTECHNOLOGIST	*	*	*	*
CERTIFIED LAB TECHNICIAN	*	*	*	*
HISTOLOGIC TECHNICIAN	*	*	*	*
LABORATORY AIDE	*	*	*	*
RADIOLOGY				
DIRECTOR OF RADIOLOGY	$21,800	$23,050	$30,250	$34,000
CHIEF RADIOLO. TECHNOLOGIST	$23,250	$24,150	$26,956	$29,232
RADIOLOGY TECHNOLOGIST, REG	$20,400	$17,650	*	*
ULTRASOUND TECHNICIAN	*	*	*	*
PHYSICAL THERAPY				
PHYSICIAL THERAPIST (RPT)	$35,900	$35,766	*	*
PHYSICAL THERAPY ASSISTANT	*	*	*	*
OPHTHALMIC SERVICES				
OPTICAL SHOP SUPERVISOR	$23,200	$27,200	*	*
OPTICIAN	$25,000	*	*	*
OPHTHALMIC TECHNICIAN	*	*	*	*
OPHTHALMIC ASSISTANT	*	*	*	*
OPHTHALMIC PHOTOGRAPHER	*	*	*	*
MENTAL HEALTH SERVICES				
CLINICAL PSYCHOLOGIST, PHD	*	*	*	*
PSYCHIATRIC SOCIAL WORKER	*	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 2B - PART 3: 50TH PERCENTILES FOR AVERAGE SALARY DATA BY JOB TITLE AND NUMBER OF FTE EMPLOYEES SUPERVISED CATEGORY

JOB TITLE	NUMBER OF FTE EMPLOYEES SUPERVISED CATEGORY			
	0.01 TO 2.00	2.01 TO 7.00	7.01 TO 16.00	16.01 OR MORE
	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY
AUDIOLOGY				
AUDIOLOGIST	$29,200	*	*	*
EEG				
EEG LAB SUPERVISOR	*	*	*	*
EKG				
EKG SUPERVISOR	$19,800	$20,400	*	*
EKG TECHNICIAN	*	*	*	*
PERFUSION SERVICES				
PERFUSION SERVICES MANAGER	*	*	*	*
OTHER ANCILLARY SERVICES				
ECHOCARDIOLOGY LAB SUPERVS.	$27,000	$28,400	*	*
THERAPEUTIC DIETICIAN	*	*	*	*
ORTHOTICS/PROSTHETICS MGR.	*	*	*	*
NURSING				
DIRECTOR OF NURSING SERVCS.	$23,750	$22,350	$27,800	$28,800
NURSE ANESTHETIST (CRNA)	*	*	*	*
PATIENT CARE SUPERVISOR	*	$24,000	$22,500	$26,100
PATIENT EDUCATION COORDNTR.	*	$26,400	*	*
STAFF NURSE	$26,713	$21,300	$16,150	*
TRIAGE NURSE	*	*	*	*
LICENSED PRACTICAL NURSE	$16,000	$15,400	*	*
NURSING AIDE	*	*	*	*
OTHER ALLIED HEALTH PERSONNEL				
PHYSICIAN ASSISTANT	$30,000	$40,000	*	*
NURSE PRACTITIONER	*	*	*	*
MEDICAL ASSISTANT	$17,500	*	*	*
PHARMACIST	$40,084	$36,600	*	*
MAINTENANCE				
HOUSEKEEPING SUPERVISOR	$16,000	$16,536	$16,750	$22,000
HOUSEKEEPER	*	*	*	*
BUILDING ENGINEER	*	*	*	*
MAINTENANCE MECHANIC	*	*	*	*
GROUNDSKEEPER	*	*	*	*
OTHER SUPPORT STAFF				
CHIEF MEDICAL LIBRARIAN	*	*	*	*
BIOMEDICAL ELECTRONICS MGR.	*	*	*	*
PRINT SHOP SUPERVISOR	*	*	*	*
MED. GRAPHICS ARTS SUPRVSR.	*	*	*	*
VIDEO PRODUCTION SUPERVISOR	*	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 3A - PART 1: NUMBER OF RESPONDING GROUPS FOR AVERAGE SALARY DATA BY JOB TITLE AND MGMA SECTION

JOB TITLE	MGMA SECTION			
	EASTERN SECTION	MIDWEST SECTION	SOUTHERN SECTION	WESTERN SECTION
	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES
ADMINISTRATION				
ASSOCIATE ADMINISTRATOR	33	42	39	27
ASSISTANT ADMINISTRATOR	35	55	30	42
ADMINISTRATIVE ASSISTANT	39	48	47	48
QUALITY ASSURANCE SUPERVSR.	8	13	6	5
PREPAID PLAN (HMO/PPO) MGR.	7	19	6	25
AMBULATORY SURG. SUPERVISOR	5	10	8	9
DIRECTOR PLANT OPERATIONS	8	24	10	11
SATELLITE CLINIC MANAGER	29	52	35	37
ADMINISTRATIVE SECRETARY	65	101	75	65
SECRETARY (DEPARTMENT)	39	51	36	25
BUSINESS OFFICE				
BUSINESS OFFICE MANAGER	107	141	124	110
ASSIS. BUSINESS OFFICE MGR.	42	41	37	31
INSURANCE MANAGER	43	72	65	51
CREDIT & COLLECTIONS MGR.	57	107	86	69
DIRECTOR OF PURCHASING	23	28	28	29
CLERK/TYPIST	39	42	32	32
SWITCHBOARD OPERATOR	71	124	99	79
APPOINTMENT SECRETARY	81	97	100	75
DRG COORDINATOR	0	5	1	2
REGISTRAR (REGSTRTN. CLERK)	20	55	29	36
RECEPTIONIST	123	218	198	183
OFFICE CLERK (ENTRY LEVEL)	43	56	59	52
PATIENT ACCOUNTS CLERK	76	120	102	97
PATIENT REPRESENTATIVE	52	53	59	47
INSURANCE CLERK	87	189	171	109
CASHIER	62	106	109	65
BOOKKEEPER	56	73	73	58
MEDICAL SECRETARY	87	128	88	60
FINANCE				
DIRECTOR OF FINANCE	17	20	13	19
GENERAL ACCOUNTING MANAGER	11	27	20	12
GENERAL AUDITOR	3	4	0	0
CONTROLLER	9	22	18	23
ACCOUNTING SUPERVISOR	14	14	14	19
STAFF ACCOUNTANT	24	30	26	24
ACCOUNTING CLERK	31	49	29	32
PERSONNEL				
DIRECTOR OF PERSONNEL	20	36	21	26
ASSISTANT DIR. OF PERSONNEL	8	10	6	6
COMPENSATION/BENEFITS MGR.	9	6	3	1
EMPLOYMENT MANAGER	8	11	8	3
DIR. OF TRAINING/EDUCATION	3	8	5	7

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 3A - PART 2: NUMBER OF RESPONDING GROUPS FOR AVERAGE SALARY DATA BY JOB TITLE AND MGMA SECTION

JOB TITLE	MGMA SECTION			
	EASTERN SECTION	MIDWEST SECTION	SOUTHERN SECTION	WESTERN SECTION
	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES
DATA PROCESSING				
DATA PROCESSING MANAGER	24	40	35	28
SYSTEMS & PROGRAMMING MGR.	8	11	2	5
DATA PROCESS. OPER. MGR.	17	23	23	20
SYSTEMS ANALYST	12	9	4	0
COMPUTER PROGRAMMER	9	15	6	0
COMPUTER OPERATOR	46	72	58	49
DATA ENTRY CLERK	67	124	98	87
MARKETING/PUBLIC RELATIONS				
DIRECTOR OF MARKETING	13	17	14	14
COMMUNICATIONS/PR MANAGER	11	17	12	9
MEDICAL RECORDS				
DIRECTOR OF MEDICAL RECORDS	7	25	15	10
MEDICAL RECORDS SUPERVISOR	35	65	42	37
MEDICAL TRANSCRIPTION MGR.	15	36	28	32
ASSIST. MED. TRANSCRP. MGR.	5	13	4	9
ACCREDITED RECORD TECH.	3	11	3	6
MEDICAL RECORDS TRANSCRIBER	66	115	102	79
RECORD ROOM CLERK	77	155	106	91
LABORATORY				
DIRECTOR OF LABORATORY	23	56	41	36
LAB SECTION SUPERVISOR	28	51	27	30
MEDICAL TECHNOLOGIST, ASCP	42	79	57	67
MED. LAB TECH. (MLT), ASCP	43	99	61	41
CYTOTECHNOLOGIST	4	14	8	7
CERTIFIED LAB TECHNICIAN	13	43	21	20
HISTOLOGIC TECHNICIAN	7	10	6	3
LABORATORY AIDE	21	48	43	41
RADIOLOGY				
DIRECTOR OF RADIOLOGY	13	25	20	18
CHIEF RADIOLO. TECHNOLOGIST	23	50	54	44
RADIOLOGY TECHNOLOGIST, REG	86	143	120	105
CAT SCAN TECH. (CS TECH)	6	8	12	13
ULTRASOUND TECHNICIAN	27	32	33	30
PHYSICAL THERAPY				
PHYSICIAL THERAPIST (RPT)	25	43	23	30
PHYSICAL THERAPY ASSISTANT	18	30	16	22
OPHTHALMIC SERVICES				
OPTICAL SHOP SUPERVISOR	8	18	5	9
OPTICIAN	12	23	7	15
OPHTHALMIC TECHNICIAN	23	34	18	19
OPHTHALMIC ASSISTANT	17	30	12	23
OPHTHALMIC PHOTOGRAPHER	10	12	6	7
MENTAL HEALTH SERVICES				
CLINICAL PSYCHOLOGIST, PHD	8	17	7	8
PSYCHIATRIC SOCIAL WORKER	6	20	6	7

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 3A - PART 3: NUMBER OF RESPONDING GROUPS FOR AVERAGE SALARY DATA BY JOB TITLE AND MGMA SECTION

JOB TITLE	MGMA SECTION			
	EASTERN SECTION	MIDWEST SECTION	SOUTHERN SECTION	WESTERN SECTION
	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES
AUDIOLOGY				
AUDIOLOGIST	19	35	19	9
SPEECH PATHOLOGIST	4	4	6	1
EEG				
EEG LAB SUPERVISOR	4	9	3	1
EEG TECHNICIAN	9	21	13	10
EKG				
EKG SUPERVISOR	7	11	7	4
EKG TECHNICIAN	21	32	35	27
PERFUSION SERVICES				
PERFUSION SERVICES MANAGER	3	2	3	2
CARDIOPULMON. PERFUSIONIST	6	7	6	3
OTHER ANCILLARY SERVICES				
ECHOCARDIOLOGY LAB SUPERVS.	3	6	5	10
THERAPEUTIC DIETICIAN	8	18	8	7
GASTROINTESTINAL TECHNICIAN	5	7	2	5
ORTHOTICS/PROSTHETICS MGR.	2	2	2	0
NURSING				
DIRECTOR OF NURSING SERVCS.	47	92	61	63
NURSE ANESTHETIST (CRNA)	8	17	19	9
PATIENT CARE SUPERVISOR	27	41	22	20
PATIENT EDUCATION COORDNTR.	19	16	9	14
STAFF NURSE	97	168	113	121
TRIAGE NURSE	11	19	14	15
LICENSED PRACTICAL NURSE	74	149	129	90
NURSING AIDE	29	47	48	31
OTHER ALLIED HEALTH PERSONNEL				
PHYSICIAN ASSISTANT	46	67	47	49
NURSE PRACTITIONER	34	53	21	39
MEDICAL ASSISTANT	75	115	78	105
PHARMACIST	10	24	10	7
MAINTENANCE				
HOUSEKEEPING SUPERVISOR	13	31	16	7
HOUSEKEEPER	29	56	44	26
LICENSED ELECTRICIAN	2	2	0	3
BUILDING ENGINEER	4	13	5	3
MAINTENANCE MECHANIC	24	46	22	21
ELECTRONIC TECHNICIAN	2	5	2	1
GROUNDSKEEPER	9	19	17	12
OTHER SUPPORT STAFF				
CHIEF MEDICAL LIBRARIAN	2	7	3	3
BIOMEDICAL ELECTRONICS MGR.	2	4	1	1
PRINT SHOP SUPERVISOR	1	2	0	4
MED. GRAPHICS ARTS SUPRVSR.	1	3	1	0
VIDEO PRODUCTION SUPERVISOR	1	2	0	1

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 38 - PART 1: 50TH PERCENTILES FOR AVERAGE SALARY DATA BY JOB TITLE AND MGMA SECTION

JOB TITLE	MGMA SECTION			
	EASTERN SECTION	MIDWEST SECTION	SOUTHERN SECTION	WESTERN SECTION
	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY
ADMINISTRATION				
ASSOCIATE ADMINISTRATOR	$42,200	$41,400	$35,160	$47,000
ASSISTANT ADMINISTRATOR	$33,000	$32,000	$34,000	$36,824
ADMINISTRATIVE ASSISTANT	$21,700	$20,525	$21,000	$22,600
QUALITY ASSURANCE SUPERVSR.	$27,920	$30,596	$25,000	*
PREPAID PLAN (HMO/PPO) MGR.	$25,800	$23,500	$23,000	$25,000
AMBULATORY SURG. SUPERVISOR	*	$30,050	$31,000	$31,200
DIRECTOR PLANT OPERATIONS	$32,500	$31,300	$27,400	$33,500
SATELLITE CLINIC MANAGER	$25,900	$24,250	$22,100	$25,000
ADMINISTRATIVE SECRETARY	$18,400	$17,750	$16,900	$20,160
SECRETARY (DEPARTMENT)	$17,000	$15,700	$14,650	$15,891
BUSINESS OFFICE				
BUSINESS OFFICE MANAGER	$26,000	$24,500	$25,000	$25,800
ASSIS. BUSINESS OFFICE MGR.	$21,000	$19,000	$18,500	$21,000
INSURANCE MANAGER	$19,500	$17,450	$17,000	$21,300
CREDIT & COLLECTIONS MGR.	$19,500	$17,784	$16,620	$19,200
DIRECTOR OF PURCHASING	$24,100	$19,000	$16,500	$18,900
CLERK/TYPIST	$13,800	$12,969	$11,250	$13,200
SWITCHBOARD OPERATOR	$13,500	$12,600	$12,000	$13,500
APPOINTMENT SECRETARY	$14,800	$13,600	$13,450	$15,600
DRG COORDINATOR	*	*	*	*
REGISTRAR (REGSTRTN. CLERK)	$13,950	$12,700	$12,000	$14,142
RECEPTIONIST	$14,000	$12,700	$12,500	$14,200
OFFICE CLERK (ENTRY LEVEL)	$11,700	$10,500	$10,000	$11,350
PATIENT ACCOUNTS CLERK	$15,000	$13,700	$13,500	$15,600
PATIENT REPRESENTATIVE	$16,190	$14,789	$14,300	$15,100
INSURANCE CLERK	$15,000	$13,780	$14,000	$15,500
CASHIER	$14,050	$13,250	$12,900	$14,800
BOOKKEEPER	$18,469	$15,900	$16,500	$17,950
MEDICAL SECRETARY	$16,950	$15,400	$16,568	$17,050
FINANCE				
DIRECTOR OF FINANCE	$46,300	$39,500	$50,000	$50,000
GENERAL ACCOUNTING MANAGER	$32,000	$28,200	$26,800	$29,500
GENERAL AUDITOR	*	*	*	*
CONTROLLER	$47,500	$37,150	$32,000	$38,000
ACCOUNTING SUPERVISOR	$27,550	$22,150	$21,400	$25,000
STAFF ACCOUNTANT	$22,215	$22,750	$23,150	$22,850
ACCOUNTING CLERK	$15,475	$15,600	$14,290	$15,750
PERSONNEL				
DIRECTOR OF PERSONNEL	$33,800	$30,150	$27,500	$28,950
ASSISTANT DIR. OF PERSONNEL	$26,600	$21,450	$23,500	$24,592
COMPENSATION/BENEFITS MGR.	$30,040	$26,375	*	*
EMPLOYMENT MANAGER	$30,500	$25,000	$17,550	*
DIR. OF TRAINING/EDUCATION	*	$20,700	*	$25,000

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 38 - PART 2: 50TH PERCENTILES FOR AVERAGE SALARY DATA BY JOB TITLE AND MGMA SECTION

JOB TITLE	MGMA SECTION			
	EASTERN SECTION	MIDWEST SECTION	SOUTHERN SECTION	WESTERN SECTION
	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY
DATA PROCESSING				
DATA PROCESSING MANAGER	$34,250	$22,940	$24,000	$26,450
SYSTEMS & PROGRAMMING MGR.	$46,650	$34,050	*	*
DATA PROCESS. OPER. MGR.	$19,500	$19,900	$20,000	$21,950
SYSTEMS ANALYST	$32,550	$29,453	*	*
COMPUTER PROGRAMMER	$23,676	$19,344	$19,000	*
COMPUTER OPERATOR	$16,518	$15,500	$15,200	$17,500
DATA ENTRY CLERK	$14,900	$13,400	$12,625	$14,500
MARKETING/PUBLIC RELATIONS				
DIRECTOR OF MARKETING	$29,700	$35,000	$30,000	$36,295
COMMUNICATIONS/PR MANAGER	$24,900	$25,000	$34,150	$26,400
MEDICAL RECORDS				
DIRECTOR OF MEDICAL RECORDS	$24,700	$20,700	$23,000	$28,900
MEDICAL RECORDS SUPERVISOR	$19,000	$16,700	$15,000	$16,900
MEDICAL TRANSCRIPTION MGR.	$22,000	$19,400	$20,450	$22,300
ASSIST. MED. TRANSCRP. MGR.	*	$18,100	*	$20,800
ACCREDITED RECORD TECH.	*	$15,100	*	$20,100
MEDICAL RECORDS TRANSCRIBER	$16,550	$14,872	$15,450	$17,600
RECORD ROOM CLERK	$12,200	$10,900	$10,800	$12,000
LABORATORY				
DIRECTOR OF LABORATORY	$28,800	$26,200	$27,300	$32,300
LAB SECTION SUPERVISOR	$25,750	$24,800	$23,500	$28,600
MEDICAL TECHNOLOGIST, ASCP	$20,250	$19,200	$20,000	$22,700
MED. LAB TECH. (MLT), ASCP	$17,200	$16,500	$17,000	$19,200
CYTOTECHNOLOGIST	*	$23,550	$25,000	$27,000
CERTIFIED LAB TECHNICIAN	$16,200	$15,500	$13,800	$17,100
HISTOLOGIC TECHNICIAN	$19,900	$19,264	$17,700	*
LABORATORY AIDE	$12,996	$12,550	$12,200	$14,000
RADIOLOGY				
DIRECTOR OF RADIOLOGY	$30,000	$27,800	$27,250	$33,943
CHIEF RADIOLO. TECHNOLOGIST	$22,800	$23,950	$24,850	$28,850
RADIOLOGY TECHNOLOGIST, REG	$20,594	$17,700	$18,850	$21,800
CAT SCAN TECH. (CS TECH)	$20,400	$21,900	$24,700	$24,000
ULTRASOUND TECHNICIAN	$25,000	$23,500	$24,000	$26,000
PHYSICAL THERAPY				
PHYSICIAL THERAPIST (RPT)	$31,500	$31,100	$32,000	$35,692
PHYSICAL THERAPY ASSISTANT	$15,450	$14,850	$15,900	$17,800
OPHTHALMIC SERVICES				
OPTICAL SHOP SUPERVISOR	$25,900	$28,140	*	$26,300
OPTICIAN	$23,150	$18,900	$14,500	$20,000
OPHTHALMIC TECHNICIAN	$19,490	$19,250	$18,100	$21,000
OPHTHALMIC ASSISTANT	$16,800	$14,750	$14,250	$16,300
OPHTHALMIC PHOTOGRAPHER	$21,405	$26,383	$17,650	$20,500
MENTAL HEALTH SERVICES				
CLINICAL PSYCHOLOGIST, PHD	$48,682	$45,675	$40,700	$50,000
PSYCHIATRIC SOCIAL WORKER	$29,677	$28,542	$29,500	$38,000

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 38 - PART 3: 50TH PERCENTILES FOR AVERAGE SALARY DATA BY JOB TITLE AND MGMA SECTION

JOB TITLE	MGMA SECTION			
	EASTERN SECTION	MIDWEST SECTION	SOUTHERN SECTION	WESTERN SECTION
	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY
AUDIOLOGY				
AUDIOLOGIST	$26,000	$27,700	$25,796	$29,800
SPEECH PATHOLOGIST	*	*	$25,500	*
EEG				
EEG LAB SUPERVISOR	*	$21,100	*	*
EEG TECHNICIAN	$18,000	$19,510	$19,200	$23,350
EKG				
EKG SUPERVISOR	$22,500	$19,800	$18,000	*
EKG TECHNICIAN	$16,000	$14,150	$13,600	$16,600
PERFUSION SERVICES				
PERFUSION SERVICES MANAGER	*	*	*	*
CARDIOPULMON. PERFUSIONIST	$44,750	$44,300	$49,000	*
OTHER ANCILLARY SERVICES				
ECHOCARDIOLOGY LAB SUPERVS.	*	$23,700	*	$28,500
THERAPEUTIC DIETICIAN	$26,250	$24,599	$22,400	$28,500
GASTROINTESTINAL TECHNICIAN	*	$18,900	*	*
ORTHOTICS/PROSTHETICS MGR.	*	*	*	*
NURSING				
DIRECTOR OF NURSING SERVCS.	$28,000	$26,000	$26,000	$29,100
NURSE ANESTHETIST (CRNA)	$42,069	$45,000	$45,000	$42,000
PATIENT CARE SUPERVISOR	$26,000	$23,700	$23,650	$26,700
PATIENT EDUCATION COORDNTR.	$25,000	$22,700	$24,000	$24,158
STAFF NURSE	$21,100	$20,250	$21,000	$23,200
TRIAGE NURSE	$22,700	$21,000	$20,200	$22,800
LICENSED PRACTICAL NURSE	$16,500	$15,600	$16,000	$17,700
NURSING AIDE	$13,728	$12,750	$12,700	$14,200
OTHER ALLIED HEALTH PERSONNEL				
PHYSICIAN ASSISTANT	$31,700	$29,000	$31,500	$34,700
NURSE PRACTITIONER	$31,200	$29,000	$28,000	$35,000
MEDICAL ASSISTANT	$15,600	$14,000	$13,750	$15,900
PHARMACIST	$33,478	$35,919	$38,384	$37,400
MAINTENANCE				
HOUSEKEEPING SUPERVISOR	$17,056	$17,055	$13,918	$19,400
HOUSEKEEPER	$12,001	$10,280	$10,400	$11,700
LICENSED ELECTRICIAN	*	*	*	*
BUILDING ENGINEER	*	$24,100	*	*
MAINTENANCE MECHANIC	$17,278	$17,250	$14,250	$17,500
ELECTRONIC TECHNICIAN	*	*	*	*
GROUNDSKEEPER	$11,900	$12,000	$11,400	$13,323
OTHER SUPPORT STAFF				
CHIEF MEDICAL LIBRARIAN	*	$21,800	*	*
BIOMEDICAL ELECTRONICS MGR.	*	*	*	*
PRINT SHOP SUPERVISOR	*	*	*	*
MED. GRAPHICS ARTS SUPRVSR.	*	*	*	*
VIDEO PRODUCTION SUPERVISOR	*	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 4A - PART 1: NUMBER OF RESPONDING GROUPS FOR AVERAGE SALARY DATA BY JOB TITLE AND NUMBER OF FTE PHYSICIANS CATEGORY

JOB TITLE	NUMBER OF FTE PHYSICIANS CATEGORY						
	6.00 OR FEWER	6.01 TO 15.00	15.01 TO 25.00	25.01 TO 35.00	35.01 TO 50.00	50.01 TO 100.00	100.01 OR MORE
	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES
ADMINISTRATION							
ASSOCIATE ADMINISTRATOR	42	34	13	7	13	6	17
ASSISTANT ADMINISTRATOR	30	36	19	17	21	13	18
ADMINISTRATIVE ASSISTANT	53	43	24	12	19	15	9
QUALITY ASSURANCE SUPERVSR.	0	4	5	2	4	8	7
PREPAID PLAN (HMO/PPO) MGR.	4	11	8	2	9	9	10
AMBULATORY SURG. SUPERVISOR	14	5	1	3	1	4	1
DIRECTOR PLANT OPERATIONS	5	5	3	2	14	9	10
SATELLITE CLINIC MANAGER	32	34	14	7	12	24	20
ADMINISTRATIVE SECRETARY	63	71	43	24	28	26	29
SECRETARY (DEPARTMENT)	27	33	11	9	15	19	24
BUSINESS OFFICE							
BUSINESS OFFICE MANAGER	202	123	50	20	26	22	22
ASSIS. BUSINESS OFFICE MGR.	55	34	16	8	10	11	10
INSURANCE MANAGER	88	43	24	14	16	18	18
CREDIT & COLLECTIONS MGR.	106	79	46	11	20	21	23
DIRECTOR OF PURCHASING	4	18	15	15	20	17	11
CLERK/TYPIST	44	37	12	6	5	12	21
SWITCHBOARD OPERATOR	96	117	49	16	34	22	23
APPOINTMENT SECRETARY	160	91	31	9	13	15	17
DRG COORDINATOR	0	6	0	0	0	0	1
REGISTRAR (REGSTRTN. CLERK)	22	28	15	10	25	16	18
RECEPTIONIST	358	177	55	26	35	26	23
OFFICE CLERK (ENTRY LEVEL)	85	52	19	10	13	7	16
PATIENT ACCOUNTS CLERK	145	97	46	19	30	21	19
PATIENT REPRESENTATIVE	53	51	22	10	20	23	22
INSURANCE CLERK	228	149	54	20	33	27	21
CASHIER	110	83	42	16	27	21	24
BOOKKEEPER	85	76	33	10	12	17	14
MEDICAL SECRETARY	154	91	36	11	20	19	18
FINANCE							
DIRECTOR OF FINANCE	7	9	5	5	12	11	10
GENERAL ACCOUNTING MANAGER	8	12	10	4	6	10	12
GENERAL AUDITOR	0	1	0	1	0	0	5
CONTROLLER	4	10	10	7	9	14	15
ACCOUNTING SUPERVISOR	7	7	3	2	13	8	15
STAFF ACCOUNTANT	9	17	16	6	14	13	22
ACCOUNTING CLERK	13	25	15	10	24	19	25
PERSONNEL							
DIRECTOR OF PERSONNEL	5	8	13	11	20	21	18
ASSISTANT DIR. OF PERSONNEL	1	3	0	4	4	8	7
COMPENSATION/BENEFITS MGR.	1	2	1	0	0	2	12
EMPLOYMENT MANAGER	1	1	0	1	4	7	15
DIR. OF TRAINING/EDUCATION	1	1	3	2	3	7	5

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 4A - PART 2: NUMBER OF RESPONDING GROUPS FOR AVERAGE SALARY DATA BY
JOB TITLE AND NUMBER OF FTE PHYSICIANS CATEGORY

JOB TITLE	NUMBER OF FTE PHYSICIANS CATEGORY						
	6.00 OR FEWER	6.01 TO 15.00	15.01 TO 25.00	25.01 TO 35.00	35.01 TO 50.00	50.01 TO 100.00	100.01 OR MORE
	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES
DATA PROCESSING							
DATA PROCESSING MANAGER	19	26	17	11	15	15	17
SYSTEMS & PROGRAMMING MGR.	5	0	2	1	4	2	11
DATA PROCESS. OPER. MGR.	8	17	16	4	15	10	9
SYSTEMS ANALYST	1	0	2	1	1	2	15
COMPUTER PROGRAMMER	1	0	1	3	5	3	13
COMPUTER OPERATOR	57	53	32	9	19	17	25
DATA ENTRY CLERK	77	112	55	24	35	27	27
MARKETING/PUBLIC RELATIONS							
DIRECTOR OF MARKETING	12	15	4	2	5	9	6
COMMUNICATIONS/PR MANAGER	9	9	3	3	5	10	7
MEDICAL RECORDS							
DIRECTOR OF MEDICAL RECORDS	3	7	7	6	7	13	12
MEDICAL RECORDS SUPERVISOR	14	40	30	18	26	18	19
MEDICAL TRANSCRIPTION MGR.	19	15	16	12	24	12	10
ASSIST. MED. TRANSCRP. MGR.	1	7	3	1	2	8	7
ACCREDITED RECORD TECH.	2	5	2	1	4	3	5
MEDICAL RECORDS TRANSCRIBER	140	90	38	16	25	17	16
RECORD ROOM CLERK	126	117	54	20	38	29	19
LABORATORY							
DIRECTOR OF LABORATORY	19	38	27	14	21	20	10
LAB SECTION SUPERVISOR	19	26	21	9	16	17	15
MEDICAL TECHNOLOGIST, ASCP	55	59	33	16	26	23	21
MED. LAB TECH. (MLT), ASCP	58	62	34	13	23	21	16
CYTOTECHNOLOGIST	4	4	2	3	4	5	11
CERTIFIED LAB TECHNICIAN	22	24	12	6	9	8	8
HISTOLOGIC TECHNICIAN	1	4	1	0	5	3	11
LABORATORY AIDE	26	36	23	14	19	14	13
RADIOLOGY							
DIRECTOR OF RADIOLOGY	5	12	10	4	11	13	12
CHIEF RADIOLO. TECHNOLOGIST	35	41	32	13	19	11	13
RADIOLOGY TECHNOLOGIST, REG	155	115	58	23	35	28	23
CAT SCAN TECH. (CS TECH)	4	3	8	0	6	8	8
ULTRASOUND TECHNICIAN	27	20	15	8	17	17	13
PHYSICAL THERAPY							
PHYSICIAL THERAPIST (RPT)	34	17	11	7	15	17	13
PHYSICAL THERAPY ASSISTANT	25	15	6	5	12	10	10
OPHTHALMIC SERVICES							
OPTICAL SHOP SUPERVISOR	5	6	4	1	5	11	6
OPTICIAN	12	7	6	5	8	9	6
OPHTHALMIC TECHNICIAN	31	11	7	3	10	12	16
OPHTHALMIC ASSISTANT	23	11	5	5	9	11	12
OPHTHALMIC PHOTOGRAPHER	15	9	1	0	1	0	5
MENTAL HEALTH SERVICES							
CLINICAL PSYCHOLOGIST, PHD	4	2	1	2	7	10	8
PSYCHIATRIC SOCIAL WORKER	2	3	0	3	6	7	13

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 4A - PART 3: NUMBER OF RESPONDING GROUPS FOR AVERAGE SALARY DATA BY JOB TITLE AND NUMBER OF FTE PHYSICIANS CATEGORY

JOB TITLE	NUMBER OF FTE PHYSICIANS CATEGORY						
	6.00 OR FEWER	6.01 TO 15.00	15.01 TO 25.00	25.01 TO 35.00	35.01 TO 50.00	50.01 TO 100.00	100.01 OR MORE
	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES
AUDIOLOGY							
AUDIOLOGIST	11	5	9	5	14	16	15
SPEECH PATHOLOGIST	1	0	1	0	1	2	7
EEG							
EEG LAB SUPERVISOR	2	2	0	0	3	2	6
EEG TECHNICIAN	7	3	5	2	12	8	14
EKG							
EKG SUPERVISOR	6	2	1	3	4	3	8
EKG TECHNICIAN	15	15	15	11	19	19	18
PERFUSION SERVICES							
PERFUSION SERVICES MANAGER	6	2	0	0	0	0	2
CARDIOPULMON. PERFUSIONIST	9	3	0	0	1	2	6
OTHER ANCILLARY SERVICES							
ECHOCARDIOLOGY LAB SUPERVS.	11	2	1	0	2	3	4
THERAPEUTIC DIETICIAN	4	6	1	4	6	8	11
GASTROINTESTINAL TECHNICIAN	2	1	4	1	3	6	2
ORTHOTICS/PROSTHETICS MGR.	1	3	0	0	1	0	1
NURSING							
DIRECTOR OF NURSING SERVCS.	71	76	31	16	27	20	11
NURSE ANESTHETIST (CRNA)	7	10	6	5	4	6	12
PATIENT CARE SUPERVISOR	43	17	11	7	6	8	11
PATIENT EDUCATION COORDNTR.	13	10	6	3	8	9	7
STAFF NURSE	210	118	44	18	35	31	23
TRIAGE NURSE	13	12	10	4	5	6	6
LICENSED PRACTICAL NURSE	162	101	45	23	34	30	26
NURSING AIDE	46	42	17	9	9	10	14
OTHER ALLIED HEALTH PERSONNEL							
PHYSICIAN ASSISTANT	77	36	17	15	20	18	18
NURSE PRACTITIONER	48	23	12	9	11	18	19
MEDICAL ASSISTANT	160	77	27	15	28	25	24
PHARMACIST	1	8	4	4	5	11	13
MAINTENANCE							
HOUSEKEEPING SUPERVISOR	9	12	6	8	9	8	12
HOUSEKEEPER	23	37	24	10	18	15	18
LICENSED ELECTRICIAN	0	0	0	0	0	1	5
BUILDING ENGINEER	2	2	4	3	5	2	5
MAINTENANCE MECHANIC	3	18	15	14	20	16	16
ELECTRONIC TECHNICIAN	0	1	0	1	1	1	4
GROUNDSKEEPER	6	10	5	3	9	9	9
OTHER SUPPORT STAFF							
CHIEF MEDICAL LIBRARIAN	1	3	1	1	1	3	4
BIOMEDICAL ELECTRONICS MGR.	1	1	0	0	0	1	4
PRINT SHOP SUPERVISOR	0	0	0	0	2	1	3
MED. GRAPHICS ARTS SUPRVSR.	0	2	0	0	0	0	3
VIDEO PRODUCTION SUPERVISOR	0	0	0	0	0	1	3

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 48 - PART 1: 50TH PERCENTILES FOR AVERAGE SALARY DATA BY JOB TITLE AND NUMBER OF FTE PHYSICIANS CATEGORY

JOB TITLE	NUMBER OF FTE PHYSICIANS CATEGORY						
	6.00 OR FEWER	6.01 TO 15.00	15.01 TO 25.00	25.01 TO 35.00	35.01 TO 50.00	50.01 TO 100.00	100.01 OR MORE
	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY
ADMINISTRATION							
ASSOCIATE ADMINISTRATOR	$32,250	$36,080	$40,800	$49,000	$52,000	$58,750	$66,500
ASSISTANT ADMINISTRATOR	$29,750	$26,450	$33,000	$37,000	$37,800	$51,500	$39,800
ADMINISTRATIVE ASSISTANT	$20,000	$20,000	$22,350	$22,500	$22,000	$24,000	$25,600
QUALITY ASSURANCE SUPERVSR.	*	*	*	*	*	$28,450	$31,500
PREPAID PLAN (HMO/PPO) MGR.	*	$18,504	$19,900	*	$25,000	$30,000	$29,347
AMBULATORY SURG. SUPERVISOR	$30,850	*	*	*	*	*	*
DIRECTOR PLANT OPERATIONS	*	*	*	*	$29,500	$32,800	$35,125
SATELLITE CLINIC MANAGER	$22,440	$23,300	$22,000	$22,900	$21,400	$27,631	$32,636
ADMINISTRATIVE SECRETARY	$18,300	$18,000	$17,700	$18,250	$18,000	$17,728	$19,500
SECRETARY (DEPARTMENT)	$16,000	$14,700	$16,000	$16,600	$17,500	$14,400	$16,603
BUSINESS OFFICE							
BUSINESS OFFICE MANAGER	$23,270	$24,960	$26,950	$25,500	$24,830	$27,850	$37,349
ASSIS. BUSINESS OFFICE MGR.	$19,000	$19,620	$19,050	$16,250	$19,731	$19,344	$26,900
INSURANCE MANAGER	$16,720	$17,300	$19,320	$18,063	$19,750	$21,150	$24,750
CREDIT & COLLECTIONS MGR.	$16,620	$17,400	$18,578	$15,800	$20,650	$21,200	$25,000
DIRECTOR OF PURCHASING	*	$17,050	$20,000	$18,200	$17,750	$24,000	$35,000
CLERK/TYPIST	$12,693	$13,000	$12,050	$12,550	*	$12,450	$13,499
SWITCHBOARD OPERATOR	$12,390	$12,500	$12,900	$11,800	$13,000	$12,900	$13,900
APPOINTMENT SECRETARY	$14,400	$14,000	$14,500	$13,600	$13,436	$12,500	$14,700
DRG COORDINATOR	*	$13,650	*	*	*	*	*
REGISTRAR (REGSTRTN. CLERK)	$13,000	$13,100	$13,000	$12,000	$12,875	$13,600	$14,400
RECEPTIONIST	$13,560	$13,105	$12,600	$12,100	$13,100	$13,050	$13,870
OFFICE CLERK (ENTRY LEVEL)	$10,400	$11,050	$9,800	$9,000	$12,800	$11,300	$12,900
PATIENT ACCOUNTS CLERK	$14,700	$14,000	$14,400	$13,000	$13,800	$13,600	$15,943
PATIENT REPRESENTATIVE	$15,500	$15,600	$13,350	$13,400	$14,950	$14,800	$15,025
INSURANCE CLERK	$14,500	$14,500	$14,350	$13,000	$13,400	$13,900	$14,000
CASHIER	$13,500	$13,000	$14,200	$12,168	$13,312	$13,800	$14,447
BOOKKEEPER	$18,000	$17,050	$18,000	$15,650	$14,750	$16,000	$17,014
MEDICAL SECRETARY	$16,450	$16,296	$16,850	$15,400	$15,117	$15,400	$16,720
FINANCE							
DIRECTOR OF FINANCE	$30,000	$30,700	*	*	$53,750	$45,000	$59,125
GENERAL ACCOUNTING MANAGER	$20,450	$28,050	$28,100	*	$26,500	$30,900	$37,000
GENERAL AUDITOR	*	*	*	*	*	*	*
CONTROLLER	*	$32,200	$35,100	$32,000	$41,200	$38,900	$42,600
ACCOUNTING SUPERVISOR	$19,500	$23,275	*	*	$24,000	$22,800	$28,600
STAFF ACCOUNTANT	$24,000	$22,500	$23,700	$23,000	$22,000	$22,800	$22,750
ACCOUNTING CLERK	$14,800	$14,290	$17,000	$15,050	$16,029	$15,000	$15,400
PERSONNEL							
DIRECTOR OF PERSONNEL	*	$24,050	$23,000	$25,000	$30,900	$30,300	$44,558
ASSISTANT DIR. OF PERSONNEL	*	*	*	*	*	$22,500	$28,500
COMPENSATION/BENEFITS MGR.	*	*	*	*	*	*	$28,450
EMPLOYMENT MANAGER	*	*	*	*	*	$19,500	$27,000
DIR. OF TRAINING/EDUCATION	*	*	*	*	*	$21,800	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 48 - PART 2: 50TH PERCENTILES FOR AVERAGE SALARY DATA BY
JOB TITLE AND NUMBER OF FTE PHYSICIANS CATEGORY

JOB TITLE	NUMBER OF FTE PHYSICIANS CATEGORY						
	6.00 OR FEWER	6.01 TO 15.00	15.01 TO 25.00	25.01 TO 35.00	35.01 TO 50.00	50.01 TO 100.00	100.01 OR MORE
	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY
DATA PROCESSING							
DATA PROCESSING MANAGER	$20,000	$19,350	$22,300	$26,602	$29,000	$33,600	$49,200
SYSTEMS & PROGRAMMING MGR.	*	*	*	*	*	*	$45,900
DATA PROCESS. OPER. MGR.	$19,000	$18,200	$19,950	*	$22,500	$22,950	$34,500
SYSTEMS ANALYST	*	*	*	*	*	*	$32,000
COMPUTER PROGRAMMER	*	*	*	*	*	*	$23,600
COMPUTER OPERATOR	$16,140	$15,400	$17,068	$16,680	$17,800	$15,500	$16,800
DATA ENTRY CLERK	$14,000	$13,750	$13,600	$12,150	$13,200	$12,500	$14,012
MARKETING/PUBLIC RELATIONS							
DIRECTOR OF MARKETING	$29,602	$31,600	*	*	*	$36,000	$41,648
COMMUNICATIONS/PR MANAGER	$20,000	$34,000	*	*	*	$26,200	$34,300
MEDICAL RECORDS							
DIRECTOR OF MEDICAL RECORDS	*	$18,500	$20,113	$25,651	$23,400	$24,600	$30,116
MEDICAL RECORDS SUPERVISOR	$14,480	$16,000	$16,150	$17,100	$16,880	$18,100	$21,500
MEDICAL TRANSCRIPTION MGR.	$19,400	$18,200	$19,450	$19,050	$22,550	$21,350	$28,467
ASSIST. MED. TRANSCRP. MGR.	*	$19,000	*	*	*	$18,750	$24,400
ACCREDITED RECORD TECH.	*	*	*	*	*	*	*
MEDICAL RECORDS TRANSCRIBER	$16,000	$15,400	$14,855	$14,144	$16,400	$16,900	$17,378
RECORD ROOM CLERK	$11,350	$11,100	$11,100	$10,550	$11,445	$10,800	$12,150
LABORATORY							
DIRECTOR OF LABORATORY	$26,400	$24,900	$25,700	$28,350	$32,000	$31,150	$42,065
LAB SECTION SUPERVISOR	$20,900	$24,667	$22,900	$24,800	$25,490	$25,600	$30,040
MEDICAL TECHNOLOGIST, ASCP	$19,240	$19,500	$20,000	$21,400	$20,936	$22,100	$23,900
MED. LAB TECH. (MLT), ASCP	$16,570	$16,500	$17,440	$16,828	$17,600	$18,500	$18,400
CYTOTECHNOLOGIST	*	*	*	*	*	*	$25,000
CERTIFIED LAB TECHNICIAN	$14,550	$15,850	$14,150	$13,600	$15,400	$15,250	$17,948
HISTOLOGIC TECHNICIAN	*	*	*	*	*	*	$21,800
LABORATORY AIDE	$13,500	$12,550	$12,300	$12,500	$12,900	$13,710	$14,227
RADIOLOGY							
DIRECTOR OF RADIOLOGY	*	$22,276	$28,225	*	$25,000	$30,000	$33,312
CHIEF RADIOLO. TECHNOLOGIST	$25,000	$24,000	$24,050	$23,900	$26,000	$26,600	$28,000
RADIOLOGY TECHNOLOGIST, REG	$19,700	$19,400	$19,200	$17,800	$19,000	$18,550	$21,400
CAT SCAN TECH. (CS TECH)	*	*	$26,000	*	$20,400	$20,400	$24,757
ULTRASOUND TECHNICIAN	$24,800	$26,250	$26,000	$25,750	$24,000	$22,700	$25,600
PHYSICAL THERAPY							
PHYSICIAL THERAPIST (RPT)	$35,250	$33,000	$32,400	$31,100	$34,000	$29,700	$28,646
PHYSICAL THERAPY ASSISTANT	$15,300	$17,500	$15,450	*	$14,800	$16,800	$17,407
OPHTHALMIC SERVICES							
OPTICAL SHOP SUPERVISOR	*	$31,250	*	*	*	$27,200	$26,540
OPTICIAN	$19,500	$23,300	$20,600	*	$17,550	$22,000	$21,189
OPHTHALMIC TECHNICIAN	$19,000	$20,500	$15,870	*	$19,850	$21,450	$20,873
OPHTHALMIC ASSISTANT	$16,250	$14,700	*	*	$14,100	$14,800	$17,263
OPHTHALMIC PHOTOGRAPHER	$21,000	$25,000	*	*	*	*	*
MENTAL HEALTH SERVICES							
CLINICAL PSYCHOLOGIST, PHD	*	*	*	*	$48,000	$38,500	$49,253
PSYCHIATRIC SOCIAL WORKER	*	*	*	*	$35,440	$28,000	$29,003

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 48 - PART 3: 50TH PERCENTILES FOR AVERAGE SALARY DATA BY
JOB TITLE AND NUMBER OF FTE PHYSICIANS CATEGORY

JOB TITLE	NUMBER OF FTE PHYSICIANS CATEGORY						
	6.00 OR FEWER	6.01 TO 15.00	15.01 TO 25.00	25.01 TO 35.00	35.01 TO 50.00	50.01 TO 100.00	100.01 OR MORE
	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY
AUDIOLOGY							
AUDIOLOGIST	$27,700	*	$25,796	*	$29,850	$26,812	$30,200
SPEECH PATHOLOGIST	*	*	*	*	*	*	$28,500
EEG							
EEG LAB SUPERVISOR	*	*	*	*	*	*	$26,033
EEG TECHNICIAN	$20,100	*	*	*	$20,100	$18,850	$19,605
EKG							
EKG SUPERVISOR	$18,300	*	*	*	*	*	$20,650
EKG TECHNICIAN	$16,500	$14,500	$14,600	$12,700	$14,600	$14,300	$14,880
PERFUSION SERVICES							
PERFUSION SERVICES MANAGER	$69,950	*	*	*	*	*	*
CARDIOPULMON. PERFUSIONIST	$50,000	*	*	*	*	*	$42,650
OTHER ANCILLARY SERVICES							
ECHOCARDIOLOGY LAB SUPERVS.	$27,000	*	*	*	*	*	*
THERAPEUTIC DIETICIAN	*	$27,050	*	*	$22,400	$25,100	$25,800
GASTROINTESTINAL TECHNICIAN	*	*	*	*	*	$18,999	*
ORTHOTICS/PROSTHETICS MGR.	*	*	*	*	*	*	*
NURSING							
DIRECTOR OF NURSING SERVCS.	$26,000	$25,800	$26,000	$27,350	$29,500	$29,750	$34,100
NURSE ANESTHETIST (CRNA)	$43,700	$43,090	$45,657	*	*	$46,700	$45,500
PATIENT CARE SUPERVISOR	$23,100	$25,000	$22,900	$24,300	$23,450	$27,000	$27,500
PATIENT EDUCATION COORDNTR.	$23,000	$20,274	$21,296	*	$24,850	$25,600	$29,900
STAFF NURSE	$21,500	$21,000	$20,100	$19,700	$21,100	$22,381	$23,234
TRIAGE NURSE	$20,800	$21,150	$21,400	*	*	$22,091	$25,787
LICENSED PRACTICAL NURSE	$16,200	$16,000	$15,600	$14,600	$15,700	$16,350	$17,400
NURSING AIDE	$14,250	$13,500	$13,000	$12,500	$12,600	$11,700	$13,700
OTHER ALLIED HEALTH PERSONNEL							
PHYSICIAN ASSISTANT	$30,000	$31,350	$28,200	$32,500	$30,700	$33,350	$33,567
NURSE PRACTITIONER	$30,000	$28,000	$27,150	$31,283	$31,300	$29,900	$32,300
MEDICAL ASSISTANT	$15,150	$15,000	$14,200	$13,000	$15,200	$13,800	$15,350
PHARMACIST	*	$35,900	*	*	*	$34,800	$36,000
MAINTENANCE							
HOUSEKEEPING SUPERVISOR	$12,500	$14,750	$19,350	$14,800	$17,000	$19,531	$19,152
HOUSEKEEPER	$8,840	$10,600	$11,650	$10,000	$10,421	$12,000	$12,300
LICENSED ELECTRICIAN	*	*	*	*	*	*	*
BUILDING ENGINEER	*	*	*	*	*	*	*
MAINTENANCE MECHANIC	*	$14,550	$16,100	$15,800	$16,066	$18,650	$19,300
ELECTRONIC TECHNICIAN	*	*	*	*	*	*	*
GROUNDSKEEPER	$11,000	$11,300	*	*	$11,400	$11,800	$14,400
OTHER SUPPORT STAFF							
CHIEF MEDICAL LIBRARIAN	*	*	*	*	*	*	*
BIOMEDICAL ELECTRONICS MGR.	*	*	*	*	*	*	*
PRINT SHOP SUPERVISOR	*	*	*	*	*	*	*
MED. GRAPHICS ARTS SUPRVSR.	*	*	*	*	*	*	*
VIDEO PRODUCTION SUPERVISOR	*	*	*	*	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 5A - PART 1: NUMBER OF RESPONDING GROUPS FOR AVERAGE SALARY DATA BY JOB TITLE AND PRIMARY FACILITY LOCATION POPULATION CATEGORY

JOB TITLE	PRIMARY FACILITY LOCATION POPULATION CATEGORY							
	18,000 OR FEWER	18,001 TO 35,000	35,001 TO 60,000	60,001 TO 100,000	100,001 TO 225,000	225,001 TO 500,000	500,001 TO 1,000,000	1,000,001 OR MORE
	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES
ADMINISTRATION								
ASSOCIATE ADMINISTRATOR	12	13	15	12	13	25	21	14
ASSISTANT ADMINISTRATOR	18	25	18	16	17	17	20	12
ADMINISTRATIVE ASSISTANT	18	20	18	25	12	33	15	20
QUALITY ASSURANCE SUPERVSR.	3	1	2	3	5	4	5	6
PREPAID PLAN (HMO/PPO) MGR.	4	6	11	8	3	7	3	9
AMBULATORY SURG. SUPERVISOR	1	4	4	2	2	9	4	2
DIRECTOR PLANT OPERATIONS	5	8	9	10	5	7	3	2
SATELLITE CLINIC MANAGER	6	14	18	17	21	25	17	18
ADMINISTRATIVE SECRETARY	25	37	34	29	44	44	34	23
SECRETARY (DEPARTMENT)	8	13	22	12	22	22	17	15
BUSINESS OFFICE								
BUSINESS OFFICE MANAGER	49	53	48	55	62	83	44	32
ASSIS. BUSINESS OFFICE MGR.	10	13	17	16	15	23	17	14
INSURANCE MANAGER	29	31	27	20	35	29	19	16
CREDIT & COLLECTIONS MGR.	39	46	38	34	28	41	38	29
DIRECTOR OF PURCHASING	10	13	12	20	11	12	13	8
CLERK/TYPIST	19	12	11	15	17	26	10	12
SWITCHBOARD OPERATOR	44	56	48	39	41	51	34	24
APPOINTMENT SECRETARY	38	29	36	40	44	58	32	27
DRG COORDINATOR	2	1	1	1	2	0	0	1
REGISTRAR (REGSTRTN. CLERK)	17	19	21	17	18	16	11	8
RECEPTIONIST	84	84	73	80	82	114	75	49
OFFICE CLERK (ENTRY LEVEL)	22	29	26	17	23	34	20	13
PATIENT ACCOUNTS CLERK	47	47	40	42	42	58	40	31
PATIENT REPRESENTATIVE	18	27	21	19	22	36	26	22
INSURANCE CLERK	70	70	69	60	63	81	45	34
CASHIER	45	48	42	34	35	51	25	21
BOOKKEEPER	36	32	32	25	21	35	30	19
MEDICAL SECRETARY	41	41	41	40	50	53	34	26
FINANCE								
DIRECTOR OF FINANCE	3	4	6	9	6	15	12	5
GENERAL ACCOUNTING MANAGER	7	10	8	8	6	10	5	7
GENERAL AUDITOR	1	2	0	1	2	0	0	1
CONTROLLER	3	10	6	12	7	13	6	8
ACCOUNTING SUPERVISOR	2	8	5	8	2	11	8	6
STAFF ACCOUNTANT	6	15	10	8	9	24	12	10
ACCOUNTING CLERK	7	18	12	17	16	23	14	13
PERSONNEL								
DIRECTOR OF PERSONNEL	8	16	14	18	8	15	11	5
ASSISTANT DIR. OF PERSONNEL	3	4	3	2	1	7	5	2
COMPENSATION/BENEFITS MGR.	1	2	0	3	1	4	2	3
EMPLOYMENT MANAGER	1	3	4	4	6	5	3	3
DIR. OF TRAINING/EDUCATION	2	1	1	4	2	5	4	2

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 5A - PART 2: NUMBER OF RESPONDING GROUPS FOR AVERAGE SALARY DATA BY JOB TITLE AND PRIMARY FACILITY LOCATION POPULATION CATEGORY

JOB TITLE	PRIMARY FACILITY LOCATION POPULATION CATEGORY							
	18,000 OR FEWER	18,001 TO 35,000	35,001 TO 60,000	60,001 TO 100,000	100,001 TO 225,000	225,001 TO 500,000	500,001 TO 1,000,000	1,000,001 OR MORE
	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES
DATA PROCESSING								
DATA PROCESSING MANAGER	9	19	14	16	11	17	9	11
SYSTEMS & PROGRAMMING MGR.	3	2	1	3	6	5	0	2
DATA PROCESS. OPER. MGR.	9	16	8	10	7	16	8	2
SYSTEMS ANALYST	3	4	0	1	2	5	2	3
COMPUTER PROGRAMMER	1	6	1	4	4	5	1	2
COMPUTER OPERATOR	27	21	28	26	25	36	15	19
DATA ENTRY CLERK	49	49	32	46	48	51	33	24
MARKETING/PUBLIC RELATIONS								
DIRECTOR OF MARKETING	0	7	5	4	5	13	10	5
COMMUNICATIONS/PR MANAGER	5	6	7	2	7	6	8	3
MEDICAL RECORDS								
DIRECTOR OF MEDICAL RECORDS	6	10	6	3	9	4	12	2
MEDICAL RECORDS SUPERVISOR	22	23	24	22	15	23	14	11
MEDICAL TRANSCRIPTION MGR.	9	19	15	20	12	14	7	3
ASSIST. MED. TRANSCRP. MGR.	5	4	3	0	5	5	3	1
ACCREDITED RECORD TECH.	2	2	4	4	1	1	4	4
MEDICAL RECORDS TRANSCRIBER	53	42	43	36	39	51	36	16
RECORD ROOM CLERK	52	57	49	51	49	59	41	23
LABORATORY								
DIRECTOR OF LABORATORY	17	23	24	19	14	21	20	2
LAB SECTION SUPERVISOR	22	17	15	18	13	20	4	9
MEDICAL TECHNOLOGIST, ASCP	39	33	30	34	26	33	20	8
MED. LAB TECH. (MLT), ASCP	41	37	38	25	15	30	19	11
CYTOTECHNOLOGIST	1	5	1	3	1	8	3	5
CERTIFIED LAB TECHNICIAN	11	22	10	13	7	11	7	5
HISTOLOGIC TECHNICIAN	3	4	0	4	0	5	2	4
LABORATORY AIDE	21	24	20	18	12	21	13	6
RADIOLOGY								
DIRECTOR OF RADIOLOGY	5	13	10	8	7	12	10	2
CHIEF RADIOLO. TECHNOLOGIST	29	20	15	24	11	29	13	13
RADIOLOGY TECHNOLOGIST, REG	60	64	52	60	44	62	45	24
CAT SCAN TECH. (CS TECH)	1	6	5	4	4	9	5	3
ULTRASOUND TECHNICIAN	6	18	11	15	17	18	12	10
PHYSICAL THERAPY								
PHYSICIAL THERAPIST (RPT)	10	13	7	16	16	16	19	11
PHYSICAL THERAPY ASSISTANT	9	9	8	9	9	13	11	10
OPHTHALMIC SERVICES								
OPTICAL SHOP SUPERVISOR	4	5	4	4	9	6	2	2
OPTICIAN	7	9	9	2	14	6	2	4
OPHTHALMIC TECHNICIAN	8	15	9	8	10	13	8	11
OPHTHALMIC ASSISTANT	7	15	10	7	5	12	7	5
OPHTHALMIC PHOTOGRAPHER	4	5	1	1	4	6	4	4
MENTAL HEALTH SERVICES								
CLINICAL PSYCHOLOGIST, PHD	6	4	7	7	2	9	3	0
PSYCHIATRIC SOCIAL WORKER	2	4	7	4	5	7	3	3

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 5A - PART 3: NUMBER OF RESPONDING GROUPS FOR AVERAGE SALARY DATA BY JOB TITLE AND PRIMARY FACILITY LOCATION POPULATION CATEGORY

JOB TITLE	PRIMARY FACILITY LOCATION POPULATION CATEGORY							
	18,000 OR FEWER	18,001 TO 35,000	35,001 TO 60,000	60,001 TO 100,000	100,001 TO 225,000	225,001 TO 500,000	500,001 TO 1,000,000	1,000,001 OR MORE
	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES	NUMBER OF RESPONSES
AUDIOLOGY								
AUDIOLOGIST	8	12	13	10	10	12	5	2
SPEECH PATHOLOGIST	1	3	0	1	2	0	1	3
EEG								
EEG LAB SUPERVISOR	3	3	0	1	3	1	2	3
EEG TECHNICIAN	3	6	6	7	11	6	6	4
EKG								
EKG SUPERVISOR	2	3	0	7	4	7	1	2
EKG TECHNICIAN	5	17	12	19	9	19	10	9
PERFUSION SERVICES								
PERFUSION SERVICES MANAGER	0	1	1	2	3	2	0	1
CARDIOPULMON. PERFUSIONIST	1	2	1	5	5	2	3	2
OTHER ANCILLARY SERVICES								
ECHOCARDIOLOGY LAB SUPERVS.	2	4	3	1	2	3	3	3
THERAPEUTIC DIETICIAN	3	6	8	7	6	3	4	3
GASTROINTESTINAL TECHNICIAN	0	2	5	4	1	4	0	1
ORTHOTICS/PROSTHETICS MGR.	0	0	1	2	2	1	0	0
NURSING								
DIRECTOR OF NURSING SERVCS.	39	41	37	34	26	34	14	10
NURSE ANESTHETIST (CRNA)	8	6	5	4	3	11	5	7
PATIENT CARE SUPERVISOR	12	12	10	7	9	24	13	10
PATIENT EDUCATION COORDNTR.	7	6	6	8	9	8	3	2
STAFF NURSE	63	60	56	58	56	79	45	30
TRIAGE NURSE	5	8	7	6	4	13	8	2
LICENSED PRACTICAL NURSE	61	62	60	50	47	63	34	21
NURSING AIDE	25	23	9	19	17	25	9	11
OTHER ALLIED HEALTH PERSONNEL								
PHYSICIAN ASSISTANT	24	30	24	21	28	33	16	14
NURSE PRACTITIONER	18	14	14	15	18	33	14	7
MEDICAL ASSISTANT	33	40	43	38	39	58	44	30
PHARMACIST	4	4	7	5	11	9	4	4
MAINTENANCE								
HOUSEKEEPING SUPERVISOR	11	9	7	5	7	9	4	7
HOUSEKEEPER	30	28	24	13	13	15	8	10
LICENSED ELECTRICIAN	1	1	1	1	0	0	1	2
BUILDING ENGINEER	4	5	0	5	3	2	3	2
MAINTENANCE MECHANIC	18	19	18	13	12	11	6	8
ELECTRONIC TECHNICIAN	1	1	0	3	0	1	2	2
GROUNDSKEEPER	9	11	6	10	4	5	2	3
OTHER SUPPORT STAFF								
CHIEF MEDICAL LIBRARIAN	1	3	2	0	4	1	4	0
BIOMEDICAL ELECTRONICS MGR.	1	2	0	1	0	1	1	0
PRINT SHOP SUPERVISOR	1	1	1	1	1	0	0	1
MED. GRAPHICS ARTS SUPRVSR.	0	1	0	0	0	1	1	1
VIDEO PRODUCTION SUPERVISOR	0	1	0	1	0	0	0	1

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 5B - PART 1: 50TH PERCENTILES FOR AVERAGE SALARY DATA BY
JOB TITLE AND PRIMARY FACILITY LOCATION POPULATION CATEGORY

JOB TITLE	PRIMARY FACILITY LOCATION POPULATION CATEGORY							
	18,000 OR FEWER	18,001 TO 35,000	35,001 TO 60,000	60,001 TO 100,000	100,001 TO 225,000	225,001 TO 500,000	500,001 TO 1,000,000	1,000,001 OR MORE
	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY
ADMINISTRATION								
ASSOCIATE ADMINISTRATOR	$36,900	$36,000	$45,000	$44,000	$35,000	$42,000	$46,500	$38,500
ASSISTANT ADMINISTRATOR	$30,000	$35,000	$35,500	$33,750	$34,900	$35,000	$33,000	$31,750
ADMINISTRATIVE ASSISTANT	$20,550	$18,960	$22,450	$23,000	$21,320	$21,000	$21,000	$24,250
QUALITY ASSURANCE SUPERVSR.	*	*	*	*	*	*	*	$31,850
PREPAID PLAN (HMO/PPO) MGR.	*	$17,170	$29,000	$28,650	*	$18,500	*	$27,000
AMBULATORY SURG. SUPERVISOR	*	*	*	*	*	$30,500	*	*
DIRECTOR PLANT OPERATIONS	*	$27,450	$32,000	$31,850	*	$33,500	*	*
SATELLITE CLINIC MANAGER	$26,500	$23,900	$25,950	$21,000	$25,000	$23,500	$28,000	$22,500
ADMINISTRATIVE SECRETARY	$16,300	$17,500	$17,462	$18,200	$18,550	$18,900	$18,550	$21,000
SECRETARY (DEPARTMENT)	$14,250	$13,400	$16,850	$15,850	$14,800	$15,950	$16,100	$18,346
BUSINESS OFFICE								
BUSINESS OFFICE MANAGER	$20,000	$22,900	$24,500	$27,900	$24,500	$27,000	$25,000	$26,250
ASSIS. BUSINESS OFFICE MGR.	$20,100	$17,680	$18,500	$23,000	$19,000	$20,800	$18,500	$22,900
INSURANCE MANAGER	$15,100	$18,200	$17,700	$18,500	$17,000	$18,000	$20,600	$24,150
CREDIT & COLLECTIONS MGR.	$14,600	$15,050	$18,450	$19,700	$17,603	$17,784	$17,600	$21,000
DIRECTOR OF PURCHASING	$14,600	$17,800	$21,893	$20,200	$20,000	$22,850	$24,700	$22,400
CLERK/TYPIST	$11,300	$11,900	$12,207	$11,600	$13,500	$12,400	$15,504	$15,650
SWITCHBOARD OPERATOR	$12,050	$11,600	$12,550	$13,000	$12,750	$12,900	$13,150	$13,250
APPOINTMENT SECRETARY	$12,700	$12,700	$12,800	$14,500	$15,000	$14,307	$14,500	$16,000
DRG COORDINATOR	*	*	*	*	*	*	*	*
REGISTRAR (REGSTRTN. CLERK)	$12,000	$12,400	$13,000	$12,700	$13,250	$13,750	$14,000	$15,200
RECEPTIONIST	$11,773	$12,000	$12,500	$12,854	$13,939	$13,500	$14,200	$14,500
OFFICE CLERK (ENTRY LEVEL)	$10,400	$10,000	$10,700	$10,400	$10,500	$11,200	$10,600	$12,400
PATIENT ACCOUNTS CLERK	$13,000	$12,800	$13,800	$13,650	$15,000	$14,580	$14,850	$16,000
PATIENT REPRESENTATIVE	$13,700	$14,300	$15,300	$15,550	$15,025	$15,000	$15,450	$16,500
INSURANCE CLERK	$12,250	$13,479	$14,000	$14,000	$14,900	$14,917	$15,400	$15,500
CASHIER	$12,000	$12,500	$13,000	$13,956	$13,600	$13,519	$14,600	$15,500
BOOKKEEPER	$15,850	$16,058	$17,090	$16,000	$16,800	$17,919	$18,000	$17,638
MEDICAL SECRETARY	$14,430	$14,100	$15,600	$15,700	$16,370	$16,600	$17,830	$19,000
FINANCE								
DIRECTOR OF FINANCE	*	*	$44,500	$50,000	$50,650	$50,000	$45,000	*
GENERAL ACCOUNTING MANAGER	$23,800	$28,500	$27,250	$28,600	$26,900	$29,800	*	$35,000
GENERAL AUDITOR	*	*	*	*	*	*	*	*
CONTROLLER	*	$33,192	$38,000	$43,050	$41,800	$32,300	$42,050	$36,900
ACCOUNTING SUPERVISOR	*	$25,400	*	$21,850	*	$25,700	$22,500	$30,099
STAFF ACCOUNTANT	$20,200	$22,000	$23,000	$23,400	$24,633	$21,350	$25,350	$23,200
ACCOUNTING CLERK	$13,600	$14,377	$15,300	$15,600	$15,700	$15,475	$15,900	$15,200
PERSONNEL								
DIRECTOR OF PERSONNEL	$23,800	$28,000	$24,750	$29,150	$32,800	$28,500	$43,500	*
ASSISTANT DIR. OF PERSONNEL	*	*	*	*	*	$18,900	*	*
COMPENSATION/BENEFITS MGR.	*	*	*	*	*	*	*	*
EMPLOYMENT MANAGER	*	*	*	*	$24,450	*	*	*
DIR. OF TRAINING/EDUCATION	*	*	*	*	*	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 5B - PART 2: 50TH PERCENTILES FOR AVERAGE SALARY DATA BY
JOB TITLE AND PRIMARY FACILITY LOCATION POPULATION CATEGORY

JOB TITLE	PRIMARY FACILITY LOCATION POPULATION CATEGORY							
	18,000 OR FEWER	18,001 TO 35,000	35,001 TO 60,000	60,001 TO 100,000	100,001 TO 225,000	225,001 TO 500,000	500,001 TO 1,000,000	1,000,001 OR MORE
	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY
DATA PROCESSING								
DATA PROCESSING MANAGER	$16,500	$20,280	$24,000	$26,736	$25,500	$29,000	$30,000	$32,000
SYSTEMS & PROGRAMMING MGR.	*	*	*	*	$30,000	*	*	*
DATA PROCESS. OPER. MGR.	$18,000	$19,450	$21,500	$22,350	$23,633	$19,300	$20,200	*
SYSTEMS ANALYST	*	*	*	*	*	*	*	*
COMPUTER PROGRAMMER	*	$23,100	*	*	*	*	*	*
COMPUTER OPERATOR	$14,560	$16,100	$15,050	$15,800	$16,200	$16,000	$17,300	$19,200
DATA ENTRY CLERK	$12,500	$12,336	$13,800	$13,500	$14,730	$13,441	$13,300	$14,967
MARKETING/PUBLIC RELATIONS								
DIRECTOR OF MARKETING	*	$30,000	*	*	*	$32,100	$35,500	*
COMMUNICATIONS/PR MANAGER	*	$23,500	$35,000	*	$25,000	$24,450	$31,500	*
MEDICAL RECORDS								
DIRECTOR OF MEDICAL RECORDS	$17,750	$18,650	$24,550	*	$24,400	*	$27,550	*
MEDICAL RECORDS SUPERVISOR	$16,100	$15,000	$18,700	$16,330	$19,000	$16,100	$15,650	$19,000
MEDICAL TRANSCRIPTION MGR.	$18,200	$19,000	$22,500	$22,250	$19,400	$20,750	$20,800	*
ASSIST. MED. TRANSCRP. MGR.	*	*	*	*	*	*	*	*
ACCREDITED RECORD TECH.	*	*	*	*	*	*	*	*
MEDICAL RECORDS TRANSCRIBER	$12,900	$14,580	$15,600	$16,700	$16,300	$17,000	$16,670	$18,137
RECORD ROOM CLERK	$10,700	$10,600	$11,600	$11,110	$12,000	$11,700	$11,000	$12,800
LABORATORY								
DIRECTOR OF LABORATORY	$24,000	$25,900	$26,750	$33,280	$30,650	$31,000	$26,000	*
LAB SECTION SUPERVISOR	$21,899	$24,300	$24,800	$24,550	$25,600	$24,750	*	$30,400
MEDICAL TECHNOLOGIST, ASCP	$19,200	$20,000	$20,617	$21,300	$21,310	$20,000	$20,205	$23,032
MED. LAB TECH. (MLT), ASCP	$16,400	$17,700	$16,200	$19,300	$18,700	$17,100	$18,500	$18,500
CYTOTECHNOLOGIST	*	*	*	*	*	$24,100	*	*
CERTIFIED LAB TECHNICIAN	$15,300	$13,950	$15,100	$15,400	$16,700	$16,400	$13,600	*
HISTOLOGIC TECHNICIAN	*	*	*	*	*	*	*	*
LABORATORY AIDE	$12,600	$11,750	$12,950	$13,400	$14,464	$12,700	$13,200	$15,433
RADIOLOGY								
DIRECTOR OF RADIOLOGY	*	$22,400	$33,767	$28,850	$27,800	$29,602	$31,750	*
CHIEF RADIOLO. TECHNOLOGIST	$23,317	$22,900	$25,200	$25,200	$28,900	$24,500	$26,100	$26,100
RADIOLOGY TECHNOLOGIST, REG	$17,450	$18,300	$18,950	$19,650	$20,300	$19,650	$20,000	$21,757
CAT SCAN TECH. (CS TECH)	*	$21,500	*	*	*	$22,900	*	*
ULTRASOUND TECHNICIAN	$22,450	$23,550	$26,500	$22,700	$25,200	$25,000	$25,750	$26,600
PHYSICAL THERAPY								
PHYSICIAL THERAPIST (RPT)	$30,900	$32,600	$32,500	$33,875	$33,000	$30,350	$32,500	$31,886
PHYSICAL THERAPY ASSISTANT	$15,300	$15,600	$13,450	$13,700	$17,243	$18,000	$15,400	$16,900
OPHTHALMIC SERVICES								
OPTICAL SHOP SUPERVISOR	*	*	*	*	$26,200	$27,000	*	*
OPTICIAN	$17,500	$25,700	$18,400	*	$20,400	$22,600	*	*
OPHTHALMIC TECHNICIAN	$17,965	$19,000	$18,300	$18,800	$22,650	$20,446	$21,150	$20,000
OPHTHALMIC ASSISTANT	$14,400	$14,100	$15,700	$14,700	*	$16,450	$15,000	*
OPHTHALMIC PHOTOGRAPHER	*	*	*	*	*	$21,700	*	*
MENTAL HEALTH SERVICES								
CLINICAL PSYCHOLOGIST, PHD	$43,088	*	$47,000	$45,000	*	$48,505	*	*
PSYCHIATRIC SOCIAL WORKER	*	*	$32,500	*	*	$27,300	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.

MEDICAL GROUP MANAGEMENT ASSOCIATION
1988 EMPLOYEE SALARY SURVEY BASED ON 1988 DATA

TABLE 58 - PART 3: 50TH PERCENTILES FOR AVERAGE SALARY DATA BY
JOB TITLE AND PRIMARY FACILITY LOCATION POPULATION CATEGORY

JOB TITLE	PRIMARY FACILITY LOCATION POPULATION CATEGORY							
	18,000 OR FEWER	18,001 TO 35,000	35,001 TO 60,000	60,001 TO 100,000	100,001 TO 225,000	225,001 TO 500,000	500,001 TO 1,000,000	1,000,001 OR MORE
	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY
AUDIOLOGY								
AUDIOLOGIST	$25,898	$29,300	$29,800	$30,250	$24,900	$28,850	*	*
SPEECH PATHOLOGIST	*	*	*	*	*	*	*	*
EEG								
EEG LAB SUPERVISOR	*	*	*	*	*	*	*	*
EEG TECHNICIAN	*	$15,080	$20,200	$20,300	$19,700	$16,477	$21,550	*
EKG								
EKG SUPERVISOR	*	*	*	$20,800	*	$22,500	*	*
EKG TECHNICIAN	*	$13,600	$16,600	$14,914	$15,600	$15,600	$14,450	$15,600
PERFUSION SERVICES								
PERFUSION SERVICES MANAGER	*	*	*	*	*	*	*	*
CARDIOPULMON. PERFUSIONIST	*	*	*	*	*	*	*	*
OTHER ANCILLARY SERVICES								
ECHOCARDIOLOGY LAB SUPERVS.	*	*	*	*	*	*	*	*
THERAPEUTIC DIETICIAN	*	$25,600	$25,400	$23,000	$25,800	*	*	*
GASTROINTESTINAL TECHNICIAN	*	*	*	*	*	*	*	*
ORTHOTICS/PROSTHETICS MGR.	*	*	*	*	*	*	*	*
NURSING								
DIRECTOR OF NURSING SERVCS.	$24,700	$25,500	$26,000	$28,850	$25,800	$29,050	$29,000	$30,750
NURSE ANESTHETIST (CRNA)	$42,369	$41,000	*	*	*	$45,000	*	$50,419
PATIENT CARE SUPERVISOR	$23,350	$21,300	$21,650	$25,500	$25,000	$25,450	$25,900	$26,750
PATIENT EDUCATION COORDNTR.	$18,400	$22,350	$26,750	$22,180	$30,000	$23,158	*	*
STAFF NURSE	$18,700	$20,150	$20,050	$21,850	$21,950	$22,500	$22,100	$24,150
TRIAGE NURSE	*	$22,296	$22,700	$20,800	*	$23,200	$24,000	*
LICENSED PRACTICAL NURSE	$15,000	$15,100	$16,250	$16,200	$16,900	$16,640	$16,950	$17,500
NURSING AIDE	$12,500	$12,800	$12,000	$13,500	$15,000	$13,500	$14,800	$13,900
OTHER ALLIED HEALTH PERSONNEL								
PHYSICIAN ASSISTANT	$29,550	$30,650	$31,500	$33,000	$32,650	$31,400	$32,650	$29,900
NURSE PRACTITIONER	$27,150	$30,101	$30,403	$32,000	$30,000	$33,000	$30,000	$31,200
MEDICAL ASSISTANT	$13,800	$13,906	$14,500	$15,150	$15,600	$14,250	$14,800	$15,700
PHARMACIST	*	*	$36,400	*	$36,200	$35,900	*	*
MAINTENANCE								
HOUSEKEEPING SUPERVISOR	$17,700	$15,000	$12,500	*	$18,000	$18,283	*	$18,304
HOUSEKEEPER	$10,105	$9,850	$12,100	$10,400	$11,150	$10,800	$11,500	$13,000
LICENSED ELECTRICIAN	*	*	*	*	*	*	*	*
BUILDING ENGINEER	*	*	*	*	*	*	*	*
MAINTENANCE MECHANIC	$14,993	$15,932	$18,600	$18,000	$16,960	$14,600	$17,750	$20,400
ELECTRONIC TECHNICIAN	*	*	*	*	*	*	*	*
GROUNDSKEEPER	$11,200	$11,800	$9,600	$12,750	*	*	*	*
OTHER SUPPORT STAFF								
CHIEF MEDICAL LIBRARIAN	*	*	*	*	*	*	*	*
BIOMEDICAL ELECTRONICS MGR.	*	*	*	*	*	*	*	*
PRINT SHOP SUPERVISOR	*	*	*	*	*	*	*	*
MED. GRAPHICS ARTS SUPRVSR.	*	*	*	*	*	*	*	*
VIDEO PRODUCTION SUPERVISOR	*	*	*	*	*	*	*	*

NOTES: AN ASTERISK INDICATES THAT DATA ARE SUPPRESSED WHEN THE NUMBER OF RESPONDING GROUPS IS LESS THAN 6.